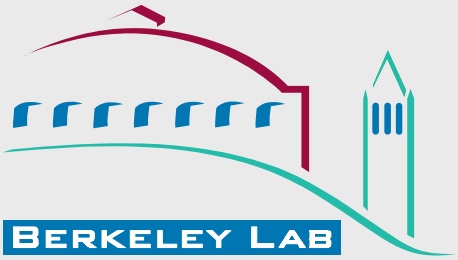

ERNEST ORLANDO LAWRENCE
BERKELEY NATIONAL LABORATORY

CONTRACT No. DE AC03-76SF3000098

AFFIRMATIVE ACTION PLAN

CALENDAR YEAR 2002

Affirmative Action Program 2002

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Section 1

Introduction
41 CFR 60-2.10

Ernest Orlando Lawrence Berkeley National Laboratory is managed under Contract No. DE AC03-76SF300098 (Contract 98) for the U.S. Department of Energy (DOE) by the University of California. As a federal government contractor, the Laboratory is subject to executive orders and regulations pertaining to affirmative action and equal employment opportunity.

LABORATORY MISSION

Berkeley Lab is a multiprogram research facility operated by the University of California for the Department of Energy. As an integral element of DOE's National Laboratory System, Berkeley Lab supports DOE's missions in fundamental science, energy resources, and environmental quality. Berkeley Lab programs advance four distinct goals for DOE and the nation.

- To perform leading multidisciplinary research in the energy sciences, general sciences, biosciences, and computing sciences in a manner that ensures employee and public safety and protection of the environment.
- To develop and operate unique national experimental facilities for qualified investigators.
- To educate and train future generations of scientists and engineers to promote national science and education goals.
- To transfer knowledge and technological innovations and to foster productive relationships among Berkeley Lab's research programs, universities, and industry in order to promote national economic competitiveness.

Berkeley Lab's programs, all unclassified, support DOE's mission for "a secure and reliable energy system that is environmentally and economically sustainable" and for "continued United States leadership in science and technology," as enunciated in DOE's Strategic Plan. These efforts support the Comprehensive National Energy Strategy to "work internationally on global issues," to "improve the efficiency of the energy system," and to "expand future energy choices through wise investments in basic science and new technologies."

SCIENTIFIC ROLE AND LABORATORY PROFILE

Berkeley Lab is unique among the multiprogram laboratories with its close proximity to a major research university, the University of California at Berkeley. The Laboratory's principal role for DOE is fundamental science, including developing powerful experimental and computational systems for exploring properties of matter, deepening understanding of molecular interactions and synthesis, and gaining insights into biological molecules, cells, and tissues. The Laboratory is a major contributor of research on energy resources, including the earth's structure and energy reservoirs, fusion, combustion of fuels, and keys to efficient energy storage and use. The Laboratory is extensively involved in environmental research, including subsurface contaminant transport, bioremediation and indoor air quality. User facilities include the Advanced Light Source, National Energy Research Scientific Computing Center, National Center for Electron Microscopy, 88-Inch Cyclotron, Biomedical Isotope Facility and National Tritium Labeling Facility. Our multidisciplinary research environment and unique location serve to strengthen partnerships with industry, universities and government laboratories. Partnerships include the Joint Genome Institute and programs in advanced accelerator and detector systems, x-ray lithography, high-speed networking and computer architectures, building and lighting systems, and science education. These principal, contributing and specialized participating roles support DOE's Strategic Laboratory Missions Plan, and are based on the core competencies described below.

Berkeley Lab complements the work at other national laboratories in several key national program areas. Its detector expertise deployed in the STAR detector now operating at the Relativistic Heavy Ion Collider complements accelerator efforts at Brookhaven National Laboratory. This is also the case for our work on the BaBar Detector for the Stanford Linear Accelerator Center (SLAC). Also complementary to SLAC is our work on storage rings through the completion of the Low-Energy Ring at the B Factory. Berkeley Lab's ion source efforts in developing the front end of the Spallation Neutron Source complement the experimental systems being developed at Oak Ridge National Laboratory, the linac work being conducted at Los Alamos National Laboratory, and the compressor ring design and development at Brookhaven National Laboratory. Berkeley Lab's unique expertise in induction linacs also called for our complementary contributions to the Dual Axis Radiographic Hydrodynamic Test Facility. The Laboratory's research also lends itself to exploring accelerator-based methods for Boron Neutron Capture Therapy, complementing work at other labs that is based on reactors, such as at Brookhaven and Idaho. In the biosciences, Berkeley Lab's automation and genomics work complements the competencies at Los Alamos and Livermore Laboratories whose programs have come together at the Joint Genome Institute's Production Sequencing Facility, now among the most productive sequencing operations in the world.

CORE COMPETENCIES

The ability of Berkeley Lab to advance its strategic roles for DOE depends upon its "core competencies." These competencies are an integration of research disciplines, personnel, skills, technologies, and facilities that produce valuable results for our sponsors and customers. The core competencies also enable the Berkeley Lab to respond to rapidly changing national needs and new research problems.

- **Computational Science and Engineering**: Computational fluid dynamics; applied mathematics; computational chemical sciences; algorithms for scalable systems; discretization algorithms for partial differential equations; distributed memory; visualization techniques; scientific data management; network research; collaborative technologies.

- **Particle and Photon Beams**: Analysis and design of accelerators; induction linacs and neutral beams for fusion energy; beam dynamics; high-brightness ion, electron, and photon sources; advanced magnet design and research and development; rf technology; x-ray optics and lithography; ion beam sources for lithography and semi-conductor processing.

- **Bioscience and Biotechnology**: Structural biology; genome research; bioinstrumentation; medical imaging; biology of aging and human diseases; biomolecular design; environmental biology.

- **Characterization, Synthesis, and Theory of Materials**: Advanced spectroscopies and microscopies based on photons, electrons, and scanning probes; ceramics; alloys; heterostructures; superconducting, magnetic, and atomically structured materials; bio-organic synthesis.

- **Advanced Technologies for Energy Supply and Energy Efficiency**: Subsurface resources and processes; building technologies; electrochemistry; fossil fuel technologies; energy analysis.

- **Chemical Dynamics, Catalysis, and Surface Science**: Reaction **dynamics**; photochemistry of molecules and free radicals; surface structures and functions; heterogeneous, homogeneous, and enzymatic catalysis.

- **Advanced Detector Systems**: Major detectors for high energy physics, nuclear science, and astrophysics; scientific conception and project leadership; advances in particle and photon detection; implementation of new concepts in detector technology.

- **Environmental Assessment and Remediation**: Advanced instrumentation and methods for environmental characterization and monitoring; human health and ecological risk assessment; indoor air quality; subsurface remediation of contaminants; geologic isolation of high-level nuclear waste; actinide chemistry.

DIVISION RESPONSIBILITIES

While the core competencies underpin the Laboratory's role for DOE, to achieve DOE programmatic goals the Laboratory is managed through divisions that implement DOE and other sponsors' research programs. These divisions have line and project management responsibility to assure that DOE programs are implemented within scope, schedule, and budget, and performed in a safe and environmentally protective manner. The Laboratory's divisions are structured to serve multiprogram needs, and their strengths are summarized below. Importantly, many projects are staffed and supported through a matrix of divisions, with computational and engineering integrated across the biosciences, general sciences and energy sciences divisions.

Computing Sciences

- **Information and Computing Sciences**: Advanced software engineering; information management; network development; scientific imaging and visualization tools; collaborative technologies; biostatistics; distributed control of applications.

- **National Energy Research Scientific Computing (NERSC):** Unsurpassed high-end computing services to the energy research user community; access to seven state-of the-art computers; including the Cray T3E-900 and J90s; collaboration and support for external users and computational scientists for modeling, software implementation, and system architecture, as well as science-of-scale projects; computation tools for the Human Genome Project; scientific data management.

- **Energy Sciences Network (ESnet)**: Nationwide high-speed computer-data-communications network that underpins DOE's laboratory and university research.

- **Center for Computational Science and Engineering**: High-resolution numerical methods for partial differential equations; adaptive methodologies; computational fluid dynamics; algorithms for parallel architectures; scientific visualizations.

Energy Sciences

- **Advanced Light Source (ALS)**: Provides a growing scientific user community with high-brightness ultraviolet, soft x-ray and intermediate energy x-rays for scientific advancement in many fields; supporting scientists from universities, government, and industry in areas such as protein crystallography, condensed matter physics, reaction dynamics, surface science, and molecular environmental sciences and biology; user services and experimental systems support, operational systems, optical and beamline systems, synchrotron physics and engineering.

- **Chemical Sciences**: Chemical physics and the dynamics of chemical reactions; structure and reactivity of transient species; synthetic chemistry; homogeneous and heterogeneous catalysis; Chemistry of the actinide elements; molecular and environmental Chemistry; atomic physics.

- **Earth Sciences**: Structure, composition, and dynamics of Earth's subsurface; geophysical imaging methods; chemical and physical transport in geologic systems; isotopic geochemistry; physicochemical process investigations and environmental biotechnology.

Energy Sciences (continued)

- **Advanced Light Source (ALS)**: Provides a growing scientific user community with high-brightness ultraviolet, soft x-ray and intermediate energy x-rays for scientific advancement in many fields; supporting scientists from universities, government, and industry in areas such as protein crystallography, condensed matter physics, reaction dynamics, surface science, and molecular environmental sciences and biology; user services and experimental systems support, operational systems, optical and beamline systems, synchrotron physics and engineering.

- **Chemical Sciences**: Chemical physics and the dynamics of chemical reactions; structure and reactivity of transient species; synthetic chemistry; homogeneous and heterogeneous catalysis; Chemistry of the actinide elements; molecular and environmental Chemistry; atomic physics.

- **Earth Sciences**: Structure, composition, and dynamics of Earth's subsurface; geophysical imaging methods; chemical and physical transport in geologic systems; isotopic geochemistry; physicochemical process investigations and environmental biotechnology.

- **Environmental Energy Technologies**: Energy-efficient building technologies; indoor air quality; batteries and fuel cells for electric vehicles; combustion, emissions, and air quality; industrial, transportation, and utility energy use; national and international energy policy studies; aspects of global climate change related to energy.

- **Materials Sciences**: Advanced ceramic, metallic, polymeric, magnetic, biological, and semi- and superconducting materials for catalytic, electronic, optical, magnetic, structural, and specialty applications; exploration of low-dimensional materials; development and use of instrumentation, including spectroscopies, electron microscopy, x-ray optics, nuclear magnetic resonance, and analytical tools for ultrafast processes and surface analysis.

Biosciences

- **Life Sciences**: Gene expression; molecular genetics; genome expression; molecular genetics; genome sequencing studies; cellular differentiation; carcinogenesis and aging; hematopoiesis; suncellular structure; DNA repair; diagnostic and functional imaging; innovative microscopies; radiation biology; animal models of disease; computational biology; environmental biology.

- **Genomics:** The Genomics Division is tasked with developing and exploiting new sequencing and other high-throughput, genome-scale, and computational technologies as a means for discovering and characterizing the basic principles and relationships underlying the organization, function, and evolution of living systems.

Biosciences (continued)

- **Physical Biosciences**: Development of physical science techniques to elucidate important biological problems including macromolecular and mesoscopic structure, function and dynamics; Rapid automated methods for gene expression optimization; biochemical reaction networks; cellular machinery engineering; high throughput determination of protein structure and function; sensory and signaling systems; nanoscale manipulation of molecular architecture; genetics and mechanisms of photosynthesis; operation and development of the Macromolecular Crystallography Facility at the ALS.

General Sciences

- **Accelerator and Fusion Research**: Fundamental accelerator physics research; accelerator design and operation; advanced accelerator technology development for high energy and nuclear physics; Accelerator and beam physics research for heavy-ion fusion; beam and plasma tools for materials sciences, semiconductor fabrication, and engineering and biomedical applications.

- **Nuclear Science**: Relativistic heavy-ion physics; low-energy nuclear physics; nuclear structure; nuclear theory; nuclear astrophysics; weak interactions; nuclear chemistry; studies of transuranium elements; nuclear data evaluation; advanced detector development; operation of the 88-Inch Cyclotron; pre-college education programs.

- **Physics**: Experimental and theoretical particle physics; advanced detector development; particle database for the high energy physics community; astrophysics; innovative programs for education and outreach.

Resources and Operations

- **Engineering**: Engineering design, planning, and concept development; advanced accelerator components; electronic and mechanical instrumentation; scientific applications software Development; laboratory automation; fabrication of detectors and experimental systems

- **Environment, Health, and Safety**: Technical support for protecting the safety of Berkeley Lab employees, the public, and the environment; radiation safety associated with accelerator technology, hazards assessment and control of radionuclides; waste management.

- **Resource Departments**: Administrative, financial, human resources, technical services, and facilities support for research and Laboratory management.

BERKELEY LAB'S VISION 2010

As a part of its ongoing strategic planning activities, Berkeley Lab has prepared a Vision 2010 that identified key scientific opportunities that support DOE scientific missions and Berkeley Lab's national role within the DOE system of laboratories. Five key areas provide the long-term outlook for Vision 2010 as the Laboratory enters the next millennium: understanding the universe, complex systems, quantitative biology, new energy sources and solutions, and integrating computing with our research:

- **Understanding the Universe**. In a historic sense, high energy and nuclear physics are at the heart of the Laboratory. The programs remain vital and productive, with exciting opportunities on the horizon that match our core capabilities. The Berkeley-led Supernova Cosmology Project shared Science magazine's citation as "Breakthrough of the Year for 1998." Calibration and data collection have begun at the Sudbury Neutrino Observatory. The STAR detector at Brookhaven's RHIC and the PEP II B Factory at SLAC are now being commissioned. In June, the discovery of superheavy elements 116 and 118 at the 88-Inch Cyclotron made headlines around the world. We are investigating optical accelerator technologies using laser-plasma acceleration as a key new direction for high energy accelerators of the future. Our results are encouraging, but a long way from being practical. A high priority at the Laboratory is to discover and accurately define the most fundamental properties of matter and energy in the universe through a supernova satellite, moving earth-bound observations to space. These observations would have sufficient precision to answer fundamental questions concerning the mass density, vacuum energy, and curvature of space.

- **Complex Systems**. With DOE, the Laboratory organized and co-hosted a workshop in Berkeley, chaired by the Associate Director for Basic Energy Sciences and the Director of Berkeley Lab. The purpose of the workshop was to help lay the groundwork for a national initiative on Complex Systems. It is clear that great scientific opportunity lies in understanding—at the molecular and higher levels of organization—how to design and control complex systems including their collective phenomena, functions, novel properties, self repair, evolution, and characterization. We are poised to develop nanoscience—through theory, instrumentation and experiments—to probe and exploit this world of complexity. The Advanced Light Source plays a leading role both in our exploration of complexity and in contributing to the national structural biology effort (more than 230 users of the crystallography beamline alone).

BERKELEY LAB'S VISION 2010 (continued)

- **Quantitative Biology**. Recent advances in genomics, structural biology, simulation and other techniques are providing a basis for creating a new level of understanding of biological systems from the molecular level to the complete organism. Biology, mostly an observational science in the last century, is on its way to becoming a predictive quantitative science in the next century. The Laboratory created a new Physical Biosciences Division to exploit the tools of physics, chemistry, engineering, mathematics, and computing to solve problems in biology. We have launched a new partnership for a more quantitative biology with the Berkeley campus, and are building our programs in computational biology to address this growing scientific opportunity. Progress in the Human Genome Project has been so dramatic that the challenge is now to look beyond the finished Sequence. The community now plans a "working draft" by the spring of 2000. The Joint Genome Institute offers the prospect of a central resource for the Department's structural genomics and Proteomics program. The JGI is providing broad infrastructure support for biological discoveries, and the Berkeley, Livermore and Los Alamos Laboratories are committed to its continuing success.

- **New Energy Sources and Solutions**. Three pivotal issues are appropriate subjects for Berkeley Lab research for Vision 2010: How can we guarantee a reliable supply of energy going into the distant future? What are the long-term global consequences of energy use and how do we mitigate them? And how might technology be applied to reduce public energy consumption? Berkeley Lab has been a player of long standing in the areas of energy and the environment. Consumer products that had their genesis in research here and energy-efficiency tools developed here for consumer use have saved billions of dollars in annual energy costs. For two decades we have pursued the concept of heavy-ion fusion, increasingly viewed as a practical possibility in the effort to harness fusion energy. We now stand ready to develop a design for an Integrated Research Experiment to further advance the scientific understanding of beams and plasmas, and the engineering issues of heavy-ion inertial fusion. In the coming years, we also plan to advance the nation's understanding of carbon sequestration to mitigate the potential effects of global greenhouse gases, particularly the following research offices: Basic Energy Sciences, Advanced Scientific and Computing Research, Biological and Environmental Research, Fusion Energy Sciences, and High Energy and Nuclear Physics.

BERKELEY LAB'S VISION 2010 (continued)

- **Integrating Computing into Our Research**. Our vision of Berkeley NERSC is to integrate high performance computing into all of our scientific efforts. A great deal of progress has taken place in our ability to exploit high performance computing. Two recent prizes for achievements in computation studies (Gordon Bell Prize and the Fernbach Award) have highlighted our successes. Our commitment to the scientific community is reflected in the recent acquisition of an IBM SP3/RS 6000, which will provide NERSC with 4-teraflop capability by the end of the year 2000. For the next decade, the challenge is to fully exploit this computational power in studying the universe, in exploring complexity, in pushing biology toward its place as a predictive science, and in seeking solutions for environmental and energy problems. These five themes describe our scientific vision, and we are maintaining our focus on the tools and resources that are delivering high levels of scientific productivity now and for the future. As indicated below, Berkeley Lab's Vision 2010 and its current research efforts support the Office of Science Strategic Plan and Research Portfolio, and the program goals of our

SITUATION ANALYSIS: KEY CUSTOMERS

Berkeley is situated within the national science scene as a multiprogram energy research laboratory whose primary role is fundamental science with important further contributions in energy resource and environmental research. While specific changes occur in project and program activity, the Laboratory has consistently supported a number of DOE programs and the needs of other Federal sponsors. The following discussion presents a synopsis of the major Laboratory research sponsors, our direct customers who are central to DOE's missions. Berkeley Lab's efforts for all of our customers are unclassified.

Office of Science

The Office of Science is the primary customer for Berkeley Lab's fundamental science mission. The Laboratory has participated in the recent planning workshops to develop the Strategic Plan of the Office, sponsoring offices of Science and the Science Portfolio, and to help define research on complex systems. These efforts chart important goals, objectives and strategies in which Berkeley Lab has an important role in planning and implementation. Berkeley Lab activities involve all five of the Office of Science Strategic Goals:

- Fuel the Future—Science for clean and affordable energy
- Protect our Living Planet—Energy impacts on people and the environment
- Explore Matter and Energy—Building blocks from atoms to life
- Provide Extraordinary Tools for Extraordinary Science—National assets for multidisciplinary research
- Manage as Stewards of the Public Trust—Scientific and operational excellence

These goals are implemented by Laboratory and University professionals through the programs of the Office of Science.

MANAGEMENT STRUCTURE

Laboratory Director

The Laboratory Director bears the ultimate responsibility for setting policy on all operations of the Laboratory and for the conduct of all Laboratory programs within the constraints of the contract between the Regents of the University of California and the U.S. Department of Energy, and in accordance with Federal and State laws and University of California policies. In addition, the implementation of programs at the Laboratory is dependent upon the amount and designated purposes of funds available on an annual basis from the U.S. Department of Energy and other funding entities.

The Laboratory's leadership direction has been established and communicated through a system of management activities and organizational responsibilities that promote communications channels and advance the Berkeley Lab's Vision 2010 and affirmative action policies. The Laboratory Director has overall responsibility for management and planning. Laboratory-wide program planning is delegated to the Deputy Director for Research (DDR), and administrative and operational planning to the Deputy Director for Operations (DDO). The development of the Laboratory's current Strategic Plan and the continuing planning process is coordinated by the DDR, with direct participation of the Division Directors and representatives of the Laboratory community. An important element of the system continues to be formal communications and interactions with DOE Headquarters and Oakland and the University of California, and with national and local constituencies.

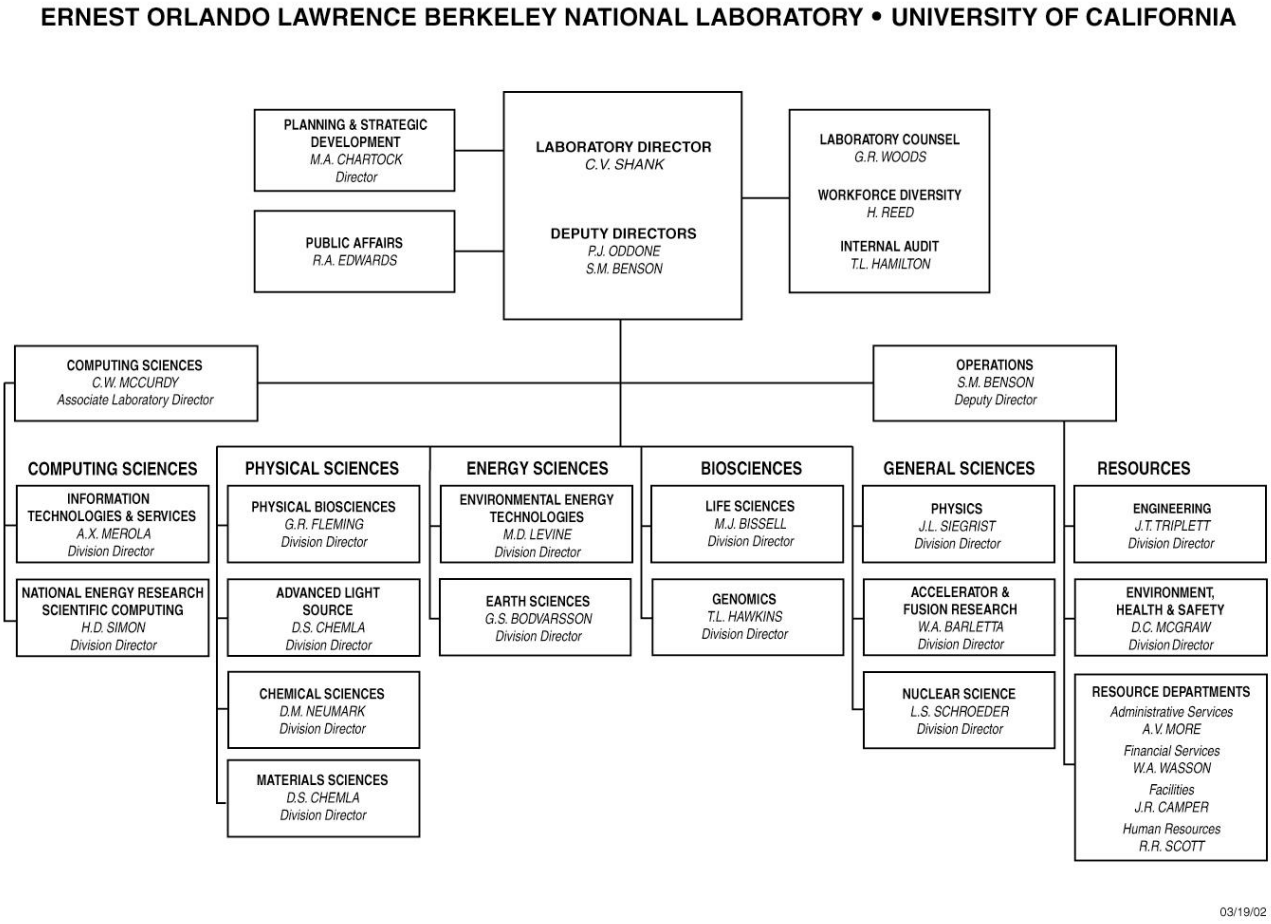
The Director's Action Committee (DAC) serves as the Laboratory's policy planning committee, annually reviewing and recommending the priorities included in such documents as the Institutional Plan, budget plans, affirmative action and other human-resource plans, and capital-resource plans. DAC consists of the Director and Deputy Directors, the Associate Laboratory Director for Computing Sciences, and three Division Directors representing the Berkeley Lab's scientific program areas in the Biosciences, Energy Sciences, and General Sciences. The Assistant to the Director, Head of Planning and Communications, and Head of Public Communications serve as staff to ensure that plans and communications are consistent and aligned with Laboratory policies, research program plans, and institutional priorities. The consistency of program plans with operational plans and the Affirmative Action Program is assured through the central Director's Action Committee and the reviews and support of the Work Force Diversity Office and the Office for Planning and Communications.

The Laboratory Director also seeks the advice of other Division Directors and several internal advisory committees. He also has access to advice and guidance from officials external to the Laboratory within the University of California and the U.S. Government.

Each scientific division and two resource and operations divisions are headed by a Division Director. The Associate Laboratory Director is At-Large and provides guidance on Lab-wide issues, strategic direction, and educational needs. The general organization of the Laboratory is reflected on the chart at the end of this section.

Each Division Director bears heavy responsibility for the internal organization of his or her division, for the assignment of work responsibilities, for the monitoring and evaluation of the conduct of the scientific and support programs, and for the implementation of Laboratory policies within that division.

Org Chart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C.V. SHANK
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LABORATORY COUNSEL
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WORKFORCE DIVERSITY
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C.W. MCCURDY
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COMPUTING SCIENCES
INFORMATION TECHNOLOGIES & SERVICES
A.X. MEROLA
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NATIONAL ENERGY RESEARCH SCIENTIFIC COMPUTING
H.D. SIMON
Division Director
PHYSICAL SCIENCES
PHYSICAL BIOSCIENCES
G.R. FLEMING
Division Director
ADVANCED LIGHT SOURCE
D.S. CHEMLA
Division Director
CHEMICAL SCIENCES
D.M. NEUMARK
Division Director
MATERIALS SCIENCES
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M.D. LEVINE
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A.V. MORE
Financial Services
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Facilities
J.R. CAMPER
Human Resources
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03/19/02

Affirmative Action Program

Section 2

AA/EEO Policy Statement

41 CFR 60-1.4

It has been, and will continue to be, the policy of Berkeley National Laboratory to be an equal opportunity employer. Berkeley National Laboratory's EEO policy statement included in Section 4 Internal and External Dissemination of EEO Policy. In keeping with this policy, the Laboratory will continue to recruit, hire, train and promote into all job levels the most qualified persons without regard to race; color; religion; sex; national origin; physical or mental disability; age; medical condition (cancer related or genetic characteristics); ancestry; marital status; sexual orientation; status as a covered veteran (Recently separated veteran, or Vietnam era veteran or special disabled veteran, or veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized); or on the basis of citizenship, within the limits imposed by federal law, Immigration and Naturalization Service (INS) regulations, or the Department of Energy. Similarly, the Laboratory will continue to administer all other personnel matters (such as compensation, benefits, transfers, layoffs, Laboratory-sponsored training, education, tuition assistance and social recreation programs) in accordance with Laboratory policy. The Laboratory bases employment decisions on objective standards so much as possible in the furtherance of equal employment opportunity.

Laboratory policy requires a positive, concerted effort to ensure equal employment opportunity for all employees and qualified prospective employees. The Laboratory does not discriminate in any of its policies, procedures, or practices on the basis of race, color, national origin, religion, sex, sexual orientation, disability, age, veteran status, medical condition (as defined in Section 12926 of the California Government Code), ancestry, or marital status; nor does the Laboratory discriminate on the basis of citizenship, within the limits imposed by law or by DOE or University of California regulations. The Laboratory also undertakes affirmative action regarding women, people of color, individuals with disabilities, and covered veterans.

In developing affirmative action programs, the Laboratory follows the objectives of the University of California, which are:

- To ensure that members of groups who in the past may have been victims of employment discrimination are given equal opportunity to compete for jobs and to have their qualifications assessed fairly; and
- To achieve a diversified work force at all levels.

The Office of Federal Contract Compliance Programs (OFCCP) of the U.S. Department of Labor is responsible for enforcing the equal employment opportunity mandate of Executive Order 11246, as amended. Guidelines for the development and implementation of affirmative action programs are set forth in the OFCCP's Revised Order No. 4 (41 CFR, Part 60-2). The OFCCP reviews the Laboratory's Affirmative Action Program (AAP) and assesses Laboratory compliance.

Affirmative Action Program

Section 3

Responsibility for Implementation

41 CFR 60-2.17(a)

THE LABORATORY DIRECTOR

The Laboratory Director of the Ernest Orlando Lawrence Berkeley National Laboratory has the overall responsibility for implementation of the Equal Employment Opportunity/Affirmative Action policy (EEO/AA) that encompasses the entire Laboratory. He issues under his signature the Equal Employment Opportunity/Affirmative Action Policy Statement that is disseminated to all employees and that is reflected in the hiring procedures and policies section of the *Regulations & Procedures Manual.* This Policy Statement makes it clear that implementation of the EEO/AA program is a shared management responsibility. The Director informs the Division Directors that their equal employment opportunity/affirmative action efforts and results will be considered in their yearly performance reviews.

HEAD, WORK FORCE DIVERSITY OFFICE

In this capacity, as the Equal Employment Opportunity Officer, the Work Force Diversity Office Head and designated staff members are responsible for the Laboratory-wide administration and coordination of the Affirmative Action Program, advising appropriate parties to ensure progress toward affirmative action goals, and for establishing procedures for review and revision of current employment practices to assure conformity with the Equal Employment Opportunity/Affirmative Action Policy statement.

EQUAL EMPLOYMENT OPPORTUNITY OFFICER

The Equal Employment Opportunity Officer (EEO Officer) is responsible for auditing and implementing the Laboratory's Affirmative Action Program. All internal and external communications regarding the Berkeley Lab's affirmative action program are developed by the EEO Officer. The duties of the EEO Officer include the following:

- Developing policy statements, affirmative action programs and internal and external communication techniques.
- Helping to identify problem areas and monitoring goal achievement through meetings with the Laboratory Director, the Deputy Directors, the EEO Officer, Associate Laboratory Directors, Division Directors, and the Human Resources management team
- Assisting Division management in developing, implementing, and maintaining the Laboratory's Affirmative Action Program, and providing technical assistance to the Laboratory Director, the Deputy Directors, Associate Laboratory Directors, Division Directors, and Department and Section Heads to these ends.

EQUAL EMPLOYMENT OPPORTUNITY OFFICER (continued)

- Designing and implementing auditing and reporting systems that:
  1) Measure the effectiveness of the Laboratory EEO programs.
  2) Indicate any need for remedial action.
  3) Determine the degree to which the Laboratory's goals and objectives are being attained.
- Serving as liaison between the Laboratory and enforcement agencies.
- Clarifying the spirit and intent of EEO/AA laws and regulations and keeping management advised on the latest developments in all areas of equal employment opportunity and affirmative action.
- Keeping management informed of the latest development in the equal opportunity area.
- Meeting with department supervisors to make certain that the Laboratory's EEO policies are being followed.
- Informing all supervisors that their individual work performance has direct impact on the Laboratory's equal employment opportunity efforts and results.
- Maintaining oversight responsibilities for reviewing the progress, quality, and integrity of the development of the Affirmative Action Program.
- Serving as liaison between the Laboratory and organizations concerned with employment opportunities for women, people of color, individuals with a disability and covered veterans.
- Assisting the Human Resources Department and the Laboratory Divisions in the outreach recruitment of women, people of color, individuals with a disability and covered veterans.
- Continuing to bear primary responsibility for community relations and liaison with local and national organizations concerned with the employment of women and people of color as well as those persons protected by law from discrimination based on religion, national origin, age, physical or mental disability, covered veteran status, marital status, sexual orientation, medical condition (cancer-related), citizenship, or ancestry.

HUMAN RESOURCES HEAD AND STAFF

The Human Resources Head and staff are responsible for implementing the full range of Laboratory policies and procedures aimed at ensuring equal employment opportunity and affirmative action at the Berkeley Lab.

- Developing recruitment plans with the goal of increasing representation of underutilized groups in the applicant pools.
- Monitoring the recruitment process to ensure that a suitable search is conducted.
- Gathering and maintaining records/data on personnel actions.
- Helping management meet its hiring goals through working closely with people of color and women's recruiting sources, State employment offices, and rehabilitation and service centers.
- Providing calendars of recruitment and outreach events and assisting in the planning and coordination of those activities.

HUMAN RESOURCES HEAD AND STAFF (continued)

- Advising all recruitment sources of the Laboratory's Equal Employment Opportunity/Affirmative Action policy.
- Placing recruitment advertisements in publications likely to be read by greater numbers of qualified applicants including women, people of color, individuals with a disability and covered veterans.
- Administering all training and development programs.
- Providing information to new employees on the Laboratory's EEO/AA program and its objectives.
- Reviewing the job requisitions used by the Laboratory to ensure that they reflect actual job requirements.
- Monitoring applications, interviews, offers of employment, wage commitments, and any other terms and conditions of employment for consistency with Laboratory policy.
- Providing career counseling.
- Administering policies and procedures in the resolution of employee problems or complaints.

DEPUTY DIRECTORS AND ASSOCIATE LABORATORY DIRECTOR

One Deputy Director is responsible for scientific policy, program development, and major new Laboratory initiatives. The second Deputy Director is responsible for Laboratory operations. The Associate Laboratory Director is at large and provides guidance on Lab-wide issues, strategic direction, and educational needs. All are responsible for following and ensuring the implementation of all Laboratory policies including non-discrimination and affirmative action policies.

DIVISION DIRECTORS

The Division Directors have overall responsibility for implementing EEO/AA policies within their Divisions. These responsibilities include the following:

- Apprising department/section/unit heads, supervisors, and employees of the Berkeley Lab's policies and ascertaining that these policies are being followed.
- Collaborating with the Equal Opportunity Administrator in monitoring progress in meeting hiring goals and conducting action-oriented programs to address problem areas.
- Informing supervisors and managers that their equal employment opportunity/affirmative action efforts and results will be considered in their yearly performance review.
- Assisting with the identification of problem areas and initiating and revising divisional, departmental, and unit goals and objectives.
- Holding meetings with the Division's department/section/unit heads to review the effectiveness of activities directed toward accomplishing affirmative action goals and objectives.
- Supporting the Human Resources Department in developing recruitment strategies for attracting qualified women, people of color, individuals with a disability and covered veterans.

- In conjunction with the Human Resources Department, ensuring that training programs, where appropriate, are made available to Division employees.
- Periodically reviewing the qualifications of Division employees to ensure that all employees including women and people of color are given full opportunity for transfer and promotion.
- In conjunction with the Human Resources Department and the Work Force Diversity Office, utilizing existing techniques for the informal resolution of employee complaints related to issues concerning EEO/AA.
- Ensuring that each Division is in compliance with regard to the proper display of posters, nonsegregation of facilities, and participation by employees who are women, people of color, individuals with a disability, and covered veterans in all Laboratory-sponsored educational, training, recreational, and social activities, as appropriate.

MANAGERS/SUPERVISORS

Managers and supervisors have front line responsibility for implementing EEO/AA policies throughout the Laboratory. They are required to participate in activities that improve their ability to manage a diverse work force and to understand workplace implications of EEO regulations. The duties of the department managers/supervisors include:

a) Assisting the WFDO Coordinator in the identification of problem areas and in the establishment of department goals and objectives.

b) Being actively involved with local Laboratory programs in support of minority organizations, women's organizations, community action groups and community service programs.

c) Participate in periodic audits of training programs, hiring and promotion patterns to isolate impediments to the attainment of goals and objectives.

d) Meeting with employees to be certain the Laboratory's policies are being followed.

e) Reviewing the qualification of employees to ensure that all employees, including minorities and women, are given full opportunities for transfers and promotions.

f) Providing career counseling as appropriate.

g) Understanding that their work performance is being evaluated on the basis of their equal employment opportunity efforts and results, as well as other criteria.

h) Preventing harassment of employees placed through affirmative action efforts.

Affirmative Action Program

Section 4

Internal and External Dissemination of EEO Policy

OVERVIEW

The Laboratory disseminates its policy on equal employment opportunity/ affirmative action (EEO/AA) both internally and externally in the ways listed below.

Director's EEO/AA Statement

To ensure that all Laboratory employees and managers are familiar with the Laboratory's policy on equal employment opportunity and affirmative action, the Laboratory Director distributes an annual policy statement confirming his personal commitment as well as the organizational commitment. The 2000 Statement is on page 4-6 of this section. The policy on sexual harassment is on page 4-7, also in this section.

INTERNAL

Laboratory Briefings

The Work Force Diversity Office disseminates the Laboratory's Affirmative Action Program to the Director, the Deputy Directors, the Associate Laboratory Director, each Division Director, the Human Resources Department, and the Laboratory's libraries. The Equal Opportunity Administrator provides information about the Laboratory's progress in meeting goals through annual briefings with management and the Committee on Diversity. The Workforce Diversity Office publishes an electronic copy of the Berkeley Lab *Affirmative Action Plan* (LBNL/PUB-3274) on its Web site (http://www.lbl.gov/Workplace/WFDO/). Hard copies of the Plan are also available at the Berkeley Lab Library.

Publications within the Laboratory

The Laboratory emphasizes its commitment to affirmative action through news stories and announcements that identify and describe the accomplishments and contributions of minority and female employees in *Currents,* Berkeley Lab's biweekly newsletter, which is distributed to all employees. The Laboratory will picture both minority and non-minority men and women in publications in which employees are featured.

The *Regulations and Procedures Manual*, which is distributed throughout the Laboratory via the intranet, includes a summary statement of the Laboratory's Affirmative Action policy in Section 2.01(A) as does the *Employee Handbook.* The Laboratory's Affirmative Action Program is a promulgation of Laboratory policy.

LBNL/PUB-3274, the Berkeley Lab *Affirmative Action Plan*, can be downloaded through the Workforce Diversity Office Web site (http://www.lbl.gov/Workplace/WFDO/), and is available in hard copy at the Berkeley Lab Library.

Posters

Laboratory bulletin boards include Federal and State EEO posters as well as the Laboratory Director's policy statements on Equal Employment Opportunity/Affirmative Action and Sexual Harassment.

New Employee Orientation

During a formal orientation program, the Laboratory's diversity objectives are reviewed.

Position Posting

Vacancies are posted for a minimum of two weeks in the *Current Job Opportunities Bulletin (CJO)*, which is mailed on a biweekly basis to multiple locations within the Laboratory. The *CJO* is also available electronically on the Internet. In addition, the *CJO* is available to callers through a telephone job line accessed at (510) 486-4226. The *CJO* includes the equal employment opportunity/affirmative action statement.

Training

The Laboratory offers the following internal training courses that provide information on legal requirements and policy related to equal employment opportunity and affirmative action: "Managing Within the Law" is offered to every manager and supervisor and "Rights and Responsibilities: Knowing the Law" is offered to every employee.

Union Officials/Agreements

The Laboratory includes and publishes nondiscrimination clauses in all union agreements, and reviews all contractual provisions to ensure they are nondiscriminatory.

Employee Awareness

The Laboratory will make current employees aware of the existence of the Laboratory's affirmative action program and the benefits available to them.

Prospective Employees

The Laboratory will inform prospective employees of the existence of the Laboratory's affirmative action program and benefits, if any, which may be available to them under the programs.

EXTERNAL

External Declaration of Laboratory Policy for Recruitment

The Human Resources Department communicates the Berkeley Lab's EEO/AA policy to its recruiting sources. The Laboratory includes its equal employment opportunity/affirmative action employer statement in recruitment materials, including application forms, brochures, newspaper advertisements, and recruitment flyers. The monthly publication entitled *Current Job Opportunities (CJO)* contains the equal employment opportunity/affirmative action employer statement. The *CJO* is mailed to local and national organizations, professional and state agencies, and colleges and universities. The *CJO* is posted in both Berkeley Lab's Reception Center and the Human Resources Department; it is available for review by walk-in applicants. In addition, the *CJO* is available electronically through the Internet and is accessed by thousands of users worldwide.

External Declaration of Laboratory Policy for Procurement

The Laboratory's procurement function continues to fully support all DOE and UC mandates regarding small business and other socioeconomic subcontracting programs. Lawrence Berkeley National Laboratory continues to fulfill departmental program obligations for small, small disadvantaged,[1] and women-owned businesses. The Laboratory incorporates the equal opportunity clauses by reference in its Purchase Order documents, as required by Executive Order 11246, as amended, and its implementing regulations. To increase the effectiveness of its procurement efforts, the Laboratory has an outreach program that includes:

- **Subcontracting Programs.** The Laboratory collaborates with DOE in the implementation of a number of federal business affirmative action programs, including Small Business Reservation; Small Business Set-aides, SBA 8(a) Business Development Program; and Hubzone Empowerment Subcontracting Program, etc. These programs significantly foster the participation and growth of Small, Small Disadvantaged, 8(a), Veteran-Owned and Women-Owned Small Businesses in the local community. The Laboratory will send written notification of the Laboratory policy to all "covered" subcontractors, vendors and suppliers requesting appropriate action on their part.

[1] Disadvantaged businesses refer to small business concerns owned and operated by socially and economically disadvantaged individuals. Such individuals include African Americans, Hispanic Americans, Native Americans, Asian Americans and other minorities or any other individual found to be disadvantaged by the Small Business Administration pursuant to Section 8(a) of the Small Business Act (15 U.S.C.631 et seq.).

Socioeconomic Subcontracting

Procurement's proposal and supporting rationale for FY-2002 socioeconomic goals were submitted to DOE in accordance with Contract 98, Appendix D as an annual requirement. The approved FY-2002 goals and performance-to-date are as follows:

Category	Goals	Actuals*	Dollars
Total Small businesses	51.8%	48.8%	$36.2M
Small business set-asides	n/a	22.0%	$16.3M
Small disadvantaged businesses	12.0%	5.2%	$3.9M
Woman-owned businesses	5.9%	4.0%	$3.0M

*Cumulative through May 31, 2002, based on a Procurement base of $74.1 million.

The Laboratory aggressively targets small, disadvantaged, 8(a), Hubzone, Veteran-Owned, and Women-Owned Small Businesses and make more liberal use of PRONet (the Laboratory's primary source for certified disadvantaged businesses) on procurements. In addition, the Laboratory has a stable of construction, A-E, and fabrication subcontractors for small businesses.

Berkeley Lab's outreach program includes the following elements:

- Maintain "open-door" policy for vendor visits and product demonstrations;
- DOE Small Business Set-Aside Program;
- DOE 8(a) Business Development Program;
- DOE Small Business Reservation Program;
- Participate in DOE/Small Business Administration-sponsored workshops (e.g., 8(a) showcase);
- Participate in trade and technology expositions (e.g., ICSBD, NCSDC, MBELDEF, DOE Tech Transfer);
- Host annual Information Technology & Laser Expositions;
- Use advanced acquisition planning for greater lead-times on utilizing small business market surveys and publicizing actions;
- Use government and industry source directories and Web sites (e.g., PRONet) to identify small businesses;
- Award technology licenses to small businesses;
- Align institutional objectives with employee performance expectations and evaluation;
- Assist small and disadvantaged businesses on Small Business Administration certification and reporting requirements;
- Target small, disadvantaged, 8(a), Hubzone, Veteran Owned, and women-owned businesses on construction projects; and Work to expand stable of construction and A-E contractors to include disadvantaged businesses.

- **Trade Fairs**. Berkeley Lab is an active member of the Industry Council for Small Business Development and Northern California Supplier Development Council. Aside from attending periodic meetings where guest vendors make presentations, Berkeley Lab participates in their annual procurement fairs held In the greater Bay Area. Berkeley Lab routinely anchors booths in these fairs in collaboration with representatives from Lawrence Livermore National Laboratory and four Northern California UC campuses.

  The Berkeley Lab also attends the annual DOE Small Business Conference as well as various supplier showcases sponsored by the regional municipal and governmental (i.e., SBA) entities.

- **Publicity**. The University of California issues publications on the Small Business Contracting Program for small business concerns, disadvantaged and women-owned businesses. These publications are intended to bring attention to the efforts the University is making.

- **Active Website**. The Laboratory maintains an active website of its procurement requirements for vendors

- **Acquisition Planning.** All major procurements are pre-screened for socioeconomic potential prior to issuance of solicitations.

- **Buyer Effort**. Subcontract Administrators are directed to continually provide outreach assistance to small, disadvantaged, and women-owned businesses to enhance their opportunities to become viable suppliers. This is an ongoing activity and part of every buyer's job and performance evaluation.

Ernest Orlando Lawrence Berkeley National Laboratory

POLICY AND PROCEDURE REMINDER

December 11, 2001 **Vol. XXVIII, No 3**

DIRECTOR'S EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY AND PROCEDURE REMINDER

This supersedes Policy and Procedure Reminder Volume XXVI, No. 9, dated January 2000.

Employees are reminded that it is the Laboratory's policy to ensure equal employment opportunity to all employees and job applicants. The Laboratory will not engage in discriminatory practices against any person employed or seeking employment because of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition (cancer-related or genetic characteristics) age, citizenship, or status as a covered veteran, special disabled veteran, Vietnam era veteran, recently separated veteran or any **veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized**. This applies to all personnel actions, including hiring, transfer, training, promotion, termination, and other terms and conditions of employment. The Laboratory's policy is to take affirmative action for minorities, women, individuals with disabilities, special disabled veterans, and Vietnam era veterans, recently separated veteran, and any other **veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized**, through formally written affirmative action plans.

The complete text of the Laboratory's policy on affirmative action and equal employment opportunity may be found in Regulations and Procedures Manual §2.01 (A), located on the web at: http://www.lbl.gov/Workplace/RPM/R2.01.html#RTFToC1.

Charles V. Shank
Director

DISTRIBUTION LEVEL 1 - All Employees

Ernest Orlando Lawrence Berkeley National Laboratory

POLICY AND PROCEDURE MEMO

January 23, 2002 Vol. XXVIII, No. 4

SEXUAL HARASSMENT POLICY REMINDER

The Laboratory is committed to creating and maintaining a workplace in which all persons who participate in Laboratory programs and activities can do so in an environment free of all forms of sexual harassment. Sexual harassment is illegal under federal and state law and is a violation of Laboratory policy prohibiting discrimination on the basis of sex. The Laboratory will take whatever action is needed, including disciplinary or dismissal action, to prevent and correct behavior which violates this policy.

"Sexual harassment" is defined as unwelcome behavior of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or participation in other Laboratory activity,

2. submission to or rejection of such conduct is used as the basis for evaluation in making personnel decisions affecting an individual; or

3. such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive Laboratory environment.

Some examples of sexual harassment are:

- Unwanted sexual advances.
- Offering employment benefits in exchange for sexual favors.
- Visual conduct: leering, making sexual gestures, displaying of sexually suggestive objects or pictures, cartoons or posters.
- Verbal conduct: making or using derogatory comments, epithets, slurs, and jokes.
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene correspondence, letters, notes, or invitations.
- Physical conduct: touching, impeding or blocking movements.
- Making or threatening reprisals after a negative response to sexual advances.

If you feel you are being sexually harassed, are aware of or suspect the occurrence of sexual harassment, you should immediately report such conduct to your supervisor or to other Laboratory management, the Work Force Diversity Office, the Employee/Labor Relations Office, or the U.C. Employee Assistance Program, CARE Service for Faculty and Staff. In addition, the Laboratory has established a 24-hour, confidential ethics line that is administered by a third-party vendor: 1-800-999-9057.

Retaliation against individuals who report or complain of sexual harassment is illegal and is prohibited by Laboratory policy. All persons who participate in Laboratory programs and activities be aware of and abide by this policy.

The complete text of the Laboratory's policy on sexual harassment, including guidance on handling complaints of alleged sexual harassment is set forth in RPM §2.05(E), located on the Web at:
http://www.lbl.gov/Workplace/RPM/R2.05.html#RTFToC34.

Charles V. Shank
Director

DISTRIBUTION LEVEL 1 - All Employees

Affirmative Action Program

Section 5

Action Oriented Programs
41 CFR 60-2.17(c)

INTRODUCTION

The Laboratory has developed and implemented the following action oriented programs, both Laboratory wide and at the organizational/unit level, in such a way that their proper execution will result in either an increase in the minority group/female representation in the group and/or organizational units identified as underutilized, if vacancies occur, or document our good faith efforts to do so. This section addresses programs planned for the 2002 calendar year as a result of the review and analysis reflected in this plan.

Proper management and monitoring of personal actions including recruitment, selection, promotion, transfer, merit pay increase, training and termination are crucial to the success of the Laboratory EEO/AA programs. The Laboratory observes and practices guidelines in the following areas, which are being reviewed periodically.

RECRUITMENT

Policy

The Laboratory will recruit from within and outside its work force to obtain qualified applicants. Reasonable efforts will be made to inform and recruit qualified applicants from various segments of the appropriate recruiting area to facilitate the attainment of affirmative action goals and objectives as set forth by the Laboratory Affirmative Action Program. The duties and responsibilities of the vacant position and the qualifications necessary to perform those duties and responsibilities are identified before recruiting applicants.

Responsibilities

The Head, Human Resources Department, has general responsibility for development and implementation of recruitment programs.

The Equal Opportunity Administrator reviews, monitors, and evaluates the effectiveness of recruitment programs in meeting affirmative action objectives and consults and advises on methods for meeting those objectives.

The Head, Human Resources, assists the Division Director or Department Head in determining and implementing the most effective course of recruitment activity.

Publicizing Job Vacancies

All job vacancies must be listed with the Human Resources Department with the following exceptions:

- those filled by the demotion of an employee within a Division;
- those filled by the reassignment of an incumbent employee with no change in general job duties, responsibilities, or classification within the same Department or Division;
- those to be filled by a career employee on recall or preferential rehire status or scheduled for layoff.

Promotions or transfers of an employee to a clearly different vacant position (including those within a Department or Division) must be listed with the Human Resources Department. Consult the Human Resources Department for guidance in determining whether the new duties and responsibilities should result in a new position that must be posted or in a reclassification or reassignment (see RPM Section 2.06(F)(3), *Determination of Appropriate Classification*).

The Head, Human Resources Department, regularly posts all vacancies unless the position is to be filled by a person who is scheduled for layoff or on recall or preferential rehire status from layoff or who has become disabled and has received vocational rehabilitation services (see RPM Section 2.05(H)(2), *Vocational Rehabilitation*). Recruitment may be limited to Laboratory employees if an applicant pool is available of sufficient diversity to allow the hiring supervisor a meaningful choice in obtaining the essential job-related skills, knowledge, abilities, and other qualifications, and in meeting affirmative action objectives. Appropriate media and organizations, both internal and external, are used to inform potential applicants of job vacancies and employment opportunities with the Laboratory. Posting of job vacancies is for a minimum of two weeks. Individual exceptions to the posting requirement may be approved by the Head, Human Resources Department. Those job groups identified as high-priority, underutilization must also have the concurrence of the Equal Opportunity Administrator. Temporary positions of less than six months assignment are exempt from posting requirements. Vacancies for students hired for summer positions or for indeterminate time during the academic year are also exempt from posting requirements. However, any change in status from temporary to career will be reviewed by the Human Resources Department and be subject to posting procedure and policy.

Advertising for personnel may be arranged through the Human Resources Department or through field representatives. When advertising is necessary to aid in recruiting personnel, advertising copy and publication selection should be prepared jointly by the hiring Department or Division and a Human Resources Department Staffing Specialist.

An outreach recruiter position has been established to assist the hiring supervisor recruit qualified candidates in high priority, underutilization job groups. The recruiter and HR staffing specialist will work closely with the hiring supervisor to develop appropriate recruitment strategies.

Travel Expenses of Applicants

Payment of travel costs for the purpose of a personal interview of an applicant who is a U.S. citizen is permissible only when specifically arranged and approved in advance by the hiring Division or Department. In general, this approval is granted only in cases involving supervisory, professional, or technical personnel not readily available in the local labor market. (See also RPM 4.01(K)(1), *Non-Laboratory Personnel, Interviewees.*)

Personnel Requisitions

Action to recruit personnel should be initiated by sending an electronic form, *Requisition for Personnel,* to the Human Resources Department. This form must be completed and properly approved by an authorized individual. The hiring supervisor must ensure that the requirements listed on the requisition include the skills, knowledge, and abilities required to perform the duties of that particular position and that the position description contains only those requirements necessary for satisfactory performance in that position.

Scope of Recruitment

The Human Resources Department, in consultation with the hiring supervisor, will develop an appropriate recruitment strategy, i.e., suitable search, designated to obtain a diversified pool of qualified candidates and to maintain an efficient recruitment process. This strategy must include recruitment in appropriate labor markets, advertising media, and organizational contacts, both internal and external. The recruitment strategy must allow as much time as possible to establish a diversified applicant pool to meet affirmative action objectives. The Human Resources Department will furnish available information on divisional affirmative action recruitment goals to the hiring department.

The Human Resources Department negotiated a new contract with Cameron-Newell Advertising. This agreement includes enhanced provisions for resource research and strategy development by the agency.

Referral of Applications

Resumes are sent to the hiring supervisor for review. Once the hiring supervisor determines whom to interview and has selected the most qualified candidate, a *Selection Log* is prepared. This log is used to record pertinent information regarding the selection process and to state the reasons for either a hire or nonhire. The completed selection log is reviewed by the Staffing Unit.

Referral of Applicants for Vacant Positions

The Human Resources Department will first refer any person on preferential rehire status or any career employee scheduled for layoff who is qualified for the vacant position and wishes to be considered.

If no person on preferential rehire status or no career employee scheduled for layoff is selected, qualified applicants from inside and outside the University will also be considered for referral. The Staffing Unit or the hiring supervisor will determine those applicants whose qualifications are most appropriate for the particular position. The Human Resources Department will make every reasonable effort to establish a diversified applicant pool from which a selection can be made. For those positions identified as high-priority, underutilized, a detailed recruitment plan will be developed.

Interviewing Applicants

Interviews between applicants and the hiring Division or Department are arranged by the hiring Division or Department. The Human Resources Department will furnish available information on each applicant.

Documentation

The Head, Human Resources Department, shall keep records of employment practices. These records will show whether a practice has had an adverse impact on any group protected by Title VII and will include records to document the job-relatedness of an employment practice. As specified by the Head, Human Resources Department, the Staffing Unit shall record the reasons for selecting or not selecting each referred applicant and shall keep specified records of selection procedures and decisions.

RECRUITMENT GOOD FAITH EFFORTS

The Laboratory-wide Recruitment Function

Calendar year 2001 marked the expansion of Recruiting Services in the Human Resources department. Staffed by five recruiters and one manager, the group is client-based, with each recruiter assigned to one or more specific divisions. The aim is to establish close working relationships with one set of clients and to become fully knowledgeable about their clients' operations and staffing, as well as to provide recruitment and outreach efforts for the most qualified candidates from a diverse applicant pool. In addition, the Manager serves as Co-Chair of the University-wide Outreach Consortium, which is comprised of representatives from most of the UC campuses, medical centers, and UC managed DOE Laboratories. The Consortium's objective is to represent the UC system as an employer-of-choice and to participate in outreach activities to diverse prospective applicants.

Resource Lists

Recruiting Services continued to research and update several resource lists for recruitment and outreach purposes. Lists include:

- Women and minority organizations
- Historically Black Colleges and Universities
- Hispanic Serving Institutions
- Community Based Organizations
- General and niche websites

Use of World Wide Web Job Boards and Resume Databases

As part of the Lab's recruitment and outreach efforts, Human Resources continued to increase the Lab's use of internet technology to increase its presence as an employer-of-choice and to obtain access to outside resume databases.

HR sponsored and/or renewed vendor contracts for internet advertising on Brassring (Brassring.com), Hot Jobs (hotjobs.com), and IMDiversity (IMDiversity.com). Moreover, subscriptions to resume databases with Brassring, Hot Jobs, and IMDiversity allow recruiters to search for "passive job seekers" for hard-to-fill jobs. All in all, HR funding allowed for a broader institutional approach to recruitment and outreach, rather than on an individual department's ability to fund these efforts on a smaller scale.

The Lab also used a variety of other websites for internet advertising. Other websites include:

- Academy of Certified Hazardous Materials Managers
- Air & Waste Management Association
- American Chemical Society
- American Institute of Physics
- American Society of Mechanical Engineering
- Asia Jobs
- Association of Energy Engineers
- BA Jobs
- Bay Area Techies
- Bay Area Video Coalition
- Bio Online
- Brassring
- Cal Jobs
- ChemWeb
- CIO.Com

- Computing Sciences Career Page
- Craigslist
- Dice
- East Bay Tech Jobs
- EHS Network
- Emty.Net
- Engineer Jobs
- Environmental Career Bulletin
- Future College Grads
- Health Physics Society
- Hot Jobs
- IM Diversity
- Job Resource
- Jobs DB
- Jobtrak
- Linux Today
- Microscopy Society of America
- Monster Board
- MPI Web
- Northern California Human Resources Association
- Radiation Information Networks
- Society for Human Resource Management
- TCM's HR Resume Distribution
- Yahoo

Community/College Job Fairs and Professional Organizations
The following are some of the institutional activities the Laboratory participated in to conduct good faith outreach and recruitment efforts during calendar year 2001:

- American Association for the Advancement of Science Annual Conference
- American Indian Science & Engineering Students Regional Conference
- Bay Area Diversity Job Fair
- Bioscience Future Career Expo
- Black Engineering and Science Students Association Job Fair
- Brassring Job Fair
- Cal Tech Ph.D. Career Fair
- Career Education Center Job Fair
- CSU Hayward Career Fair
- Chabot College Career Fair
- Cinco De Mayo
- East Bay Job Fair
- East Bay Diversity Job Fair
- East Bay Tech Career Fair
- Employment Guide Oakland Job Fair
- Hot Jobs Career Expo
- Laney College Career Expo
- Merritt College Career Fair
- National Conference of Black Physics Students
- Opportunity Job Fair
- San Jose State University Job Fair
- Stanford University Job Fair
- UC Berkeley Diversity Career Fair
- UC Davis Career Fair
- Women of Color in Government and Defense
- Women in Technology International
- Work World

Use of Advertising Agency
Human Resources negotiated a three-year contract with The Hamel Group for advertising. The agreement includes better provisions for resource research and strategy development by the agency.

Employee Referral Incentive Program
An Employee Referral Incentive Program (ERIP) was implemented in February 2001 as an integral part of the Lab's overall recruiting strategy. The ERIP encourages employees to utilize their existing contacts and networks as potential sources for qualified candidates. The Program rewards employees a net amount of $1,000 for referrals that lead to hires in most positions. Thirty-four hires were made by the end of CY 2001.

Outcomes

Expanded recruitment activities contributed to the marked increase in applicants between 2000 and 2001 calendar years.

Applicant data for jobs spanning all employee classes (career and temporary jobs) shows total applicants increased over two-fold, from 3,222 to 6,654. Data indicates the increase was due largely from internet advertising, external resume databases, and the Lab's Job Posting Web page.

Count of General Source	2000	2001	Change between 2000 and 2001	
General Source	#	#	Change in Numbers	Change in %
Advertisement	120	158	38	32%
Agency/Search Firm	10	10	0	0%
Broadcast	20	6	–14	–70%
College Recruiting	6	48	42	700%
Employee Referral Program		122	122	NA
Internal Candidate	77	291	214	278%
Internal Recruiter	2	0	–2	–100%
Job Fair	273	327	54	20%
Job Posting	947	1726	779	82%
Journal/Magazine	118	107	–11	–9%
Other Source	469	943	474	101%
Professional Organization	2	54	52	2600%
Unknown	263	538	275	105%
World Wide Web	920	2324	1404	153%
Grand Total	3227	6654	3427	106%

Looking Ahead CY 2002

The recruitment function has been identified as one of Human Resources top priorities for CY 2002. During CY 2002, a Recruitment and Selection Best Practices Model will be developed, communicated, and implemented to ensure that practices reflect:

1. Consistency in the way the Lab conducts its recruitment and selection activities
2. EEO and diversity objectives
3. The development of Recruitment Plans for each position, in partnership with the Work Force Diversity Office
4. A working relationship between Manager and Recruiter at the beginning and throughout the life of open job
5. An organized way to respond to job seekers
6. An organized way to assess progress/setbacks and make future improvements

The Model will also serve as the basis to define the Lab's user needs towards obtaining a new applicant tracking system that will support the business needs of Human Resources, Work Force Diversity Office, hiring managers, and job seekers.

Lawrence Postdoctoral Fellowship Program

This program is designed to identify, develop and enhance career opportunities for the most qualified candidates from a diverse applicant pool. The program offers challenging opportunities to recent recipients of doctoral degrees to conduct research in areas supportive of the Lab's mission. The Lab programs that will be eligible for a postdoctoral fellow include: energy sciences, general sciences, biosciences, and computing sciences.

As part of the outreach to recruit applicants for the fellowship, the Workforce Diversity Office will implement a comprehensive outreach campaign to a variety of sources and mediums. Fellowship announcement information will be sent to Historically Black Colleges and Universities, Hispanic Serving Institutions, local Bay area research institutions and other relevant women and minority professional and/or university related sources.

DIVISIONAL DIVERSITY ACTION PLANS

During fiscal year 2002, Berkeley Lab's formal recommitment to diversity was manifested in senior management's actions towards an industry-recognized diversity best practices approach that incorporates the following principles:

- Leadership and awareness
- Employee involvement
- Strategic planning
- Evaluation and measurements
- Linkage to organizational goals and objectives

Our diversity best practices model is built around these principles in order to create a recognizable process that conveys a shared understanding of diversity's importance. The Laboratory's plan of action consists of specific steps towards diversity best practices and workforce diversity—an approach offering a focus for divisional/departmental diversity planning, and a basis for the division director diversity performance criteria.

Actions Toward a Diversity Management Process

Leadership's actions determine the ultimate success of an organization and its initiatives. In order to move from intent to action, Director Shank reminded senior management that carrying out the Lab's serious commitment to diversity depends on Lab leadership's individual actions.

Last year, Director Shank formalized the diversity management process in two significant ways:

1. Instituting the Laboratory Diversity Performance Measure 1.1e.
2. Adding diversity management to the performance criteria of division director job expectations.

Senior management's collective responsibility for diversity is evident in the division director job description, which reads as follows:

- Enhance cultural and gender diversity among your workforce and actively pursue plans and programs to incorporate effective affirmative action activities.
- Develop a Divisional Diversity Plan for review by the Director on an annual basis.
- Serve as a model for providing equal employment opportunities in the recruitment, assignment, and development of personnel.

Director Shank suggested that senior management guide the direction of their respective divisional diversity action plans by assessing their group's diversity strengths and weaknesses. After a series of meetings, the Director and senior management concluded that the best approach towards advancing diversity at Berkeley Lab should take into account each division/department's distinct challenges, yet at the same time, recognize that they cooperatively share the Lab's vision of itself as a leader in the sciences and workforce diversity.

With this expectation of senior management formally set, the following events systematically occurred during Berkeley Lab's diversity management process of FY 2001:

1. In a memo sent late June 2000, Director Shank asked each division director to develop division-specific diversity plans designed to "enhance the work environment for all employees" and establish "methods of assuring hiring pools that are as diverse as possible." Plans were initially due September 1, 2000, but this deadline was extended in order to give senior management a reasonable amount of time in which to draft a sound and substantive plan.

   Director Shank also recommended that each division director "focus on the one or two topics that are of most significance to your Division." These customized diversity leadership actions are critical to each

division director's diversity management goals. Each divisional action supports Berkeley Lab's recommitment to diversity.

2. Each division director submitted a diversity action plan summary for the Director's acceptance and understanding of the ideas by senior management. Division directors then used the Director's comments to refine their plan, forming a systematic approach suitable to their division's needs.

3. Division directors prepared a plan for Director Shank's review and approval. Also, three of the four Operations Area Department Plans were approved for publication.

By early calendar year 2001, all divisional diversity action plans were approved for publication in the Diversity Action Plan Web Site, which can be found at http://www.lbl.gov/Workplace/WFDAP/. The site illustrates the wide variety of diversity issues faced by Laboratory management across Berkeley Lab, and the specific actions used to improve workforce diversity.

All plans addressed "two main elements" defined by Director Shank as (1) "innovative actions to enhance the work environment for all employees" and (2) "methods of assuring hiring pools that are as diverse as possible." Each customized diversity plan mirrors the unique needs and concerns of a division or a department. The five categories listed below in Table 5-1 represent the variety of diversity tools available to senior management, and illustrate the wide variety of divisional diversity actions throughout the Lab.

Table 5-1. Workforce Diversity Action Plans

Division/Department	Diversity Recruitment	Training and Education	Diversity Outreach	School-to-Career Partnerships	Pipeline/ Mentoring
Administrative Services	x	x	x	x	x
Advanced Light Source	x	x	x		x
Financial Services	x	x	x	x	
Chemical Sciences		x	x		x
Computing Sciences	x	x	x	x	x
Environmental Energy Tech	x	x	x		x
Engineering	x	x	x		x
Environment, Health & Safety	x	x	x	x	x
Earth Sciences	x		x		
Facilities	x	x	x	x	
General Sciences	x		x		x
Life Sciences	x	x	x	x	x
Materials Sciences	x	x	x		x
Physical Biosciences	x	x	x		x

Through diversity best practices, the Lab is able give life to its vision and principles. As a matter of policy and practice, Director Shank provided an industry best practices approach to create a recognizable process that serves to communicate management's shared understanding of, and serious commitment to, diversity objectives. Diversity best practices are also the Lab's foundation for creating a first-year diversity model—a benchmark of successful diversity management for the second year, FY 2002.

It is significant, and a signature accomplishment made possible by all, that 100% of our divisions responded to the Director's call for immediate action towards workforce diversity, our goal for FY 2001. As we look forward to FY 2002, we expect all divisions to continue implementing their plans for managing a diverse workforce.

POLICIES AND SERVICES IN SUPPORT OF EMPLOYEES

Employee Assistance Program

The UC Employee Assistance Program strives to ensure a healthy work environment by offering personal counseling and referral services to Berkeley Lab staff and consultation for management.

Flextime

Berkeley Lab offers a Flextime program that allows most employees some flexibility in scheduling their work hours. The Laboratory also supports telecommuting as a viable work option under certain circumstances. The Laboratory's RPM, Section 2.22(D)(1) through Section 2.22(D)(5), *Flextime*, provides details regarding the policies, responsibilities, definitions, and exceptions for flextime and telecommuting.

Telecommuting

The Laboratory supports telecommuting as a viable work option under certain circumstances. Employees telecommute when, on a periodic basis, during their scheduled work hours, they fulfill their job responsibilities at a site other their primary Laboratory work location. Under an approved telecommuting arrangement, all or part of an employee's regularly scheduled work hours are performed at home or at another approved location. Office contact is maintained through the use of telephone, computer modem, and/or fax machine. Employees with telecommuting arrangements will be accessible during designated working hours and will meet their supervisors and attend Laboratory meetings at the request of the supervisor.

Training

On-site Computer Training
The Lab offers on-site training through AIM Computer Training in Access 7.0, Word 7.0, Excel 7.0, PowerPoint 7.0, Netscape Emailing, and Netscape Calendaring. Also available for users of Windows 95® who want to elevate their Windows 95® skills is a class entitled Windows 95® Transition/Power User. Courses are also offered at Local Colleges and Universities.

PeopleSoft On-Site Training Courses
The Human Resource Information System (HRIS) is available to any employee with a need to access or update personnel data. Two courses are available: Introduction to HR 7.0 and HR Query Basics 7.0. Enrollment for training requires your supervisor's approval. Currently there are no class fees. Course descriptions, schedules and registration information are located on the LBNL PeopleSoft Training Website.

The Financial Management System (FMS) is available to any employee with a need to access the laboratory financial information. Five courses are available: Project Setup, Resource Adjustments, Budget Upload, Query Made Easy, and Web Subscription Reporting. Currently there are no class fees. Course descriptions, schedules and registration information are located on the LBNL PeopleSoft Training Website.

UCLA EXTENSION: Engineering & Computer Science Short Courses are conducted on the UCLA campus. Engineering + Management Program is a week-long program providing cutting-edge management techniques to enhance organizational performance. The UCLA Extension program also hosts many other Short Courses throughout the year.

Programs at Ojai are unique residential programs designed to increase individual, interpersonal, intergroup, and organizational effectiveness.

Off-Site Training
If Lab employees are interested in attending a class or training from an outside company, they need only complete and return an Off-Site Training Request. Once the class has been taken, employees are asked to complete and return an Off-Site Evaluation Form.

COMMITTEES AND ASSOCIATIONS

Diversity Committee

The Committee on Diversity was constituted by the Director of the Laboratory in January 1992. The Committee is composed of a representative from each division who serves a three-year term. The members selected are representative of the different classification levels at the Laboratory, from the support level up to the scientific level. The purpose of the Committee on Diversity is to advance the creation of a work environment in which all employees perceive that they are valued, included, supported, and encouraged. To this end, the Committee will:

- Develop ideas for change that improve diversity within the LBNL community.
- Promote an awareness, understanding, and appreciation of diversity.
- Serve as the ears and voice for all the Berkeley Lab employees and emphasize communication on all levels at the Berkeley Lab including interactions

Committee members are placed on one of three subcommittees and focus on issues related to career development, communications/environment, and education. The subcommittees meet and consider topics related to areas of responsibilities and convene within the full committee to make its recommendations to the Director. Issues to be addressed by the committee can best be summed by the Berkeley Lab's statement on Diversity which reads as follows:

Ernest Orlando Lawrence Berkeley National Laboratory is an institution with a tradition of, and dedication to, excellence in scientific research, technological innovation, educational opportunities and service to the nation. Reflecting the nation's values, the Berkeley Lab is dedicated to integrating diversity into its research culture and to providing an environment that is accessible and hospitable to all employees.

Employee Associations

The Employee Activities Association supports a variety of recreational, cultural and wellness clubs with financial and technical assistance. New clubs are welcomed, and funding is based on demonstrated employee interest and a viable club structure. Recreational Clubs include the Bowling Club, Golf Club, Outdoor Club, Soccer Club, Softball Teams, Tennis Club, Toastmasters, Ultimate Frisbee Club and Volleyball Club. Cultural Clubs include the African American Employee Association, Arts Council, Ex-L's, Green Team, Latino and Native American Association (LANA), Lesbian, Gay & Bisexual Association, Music Club, Postdoctoral Society, Women in Science & Engineering and Work/Family Committee. Wellness Clubs include Body Works and the Yoga Club.

SPECIAL EVENTS

Multicultural Resource Guide

The Lab's Office of Work Force Diversity has developed an annual Multicultural Resource Guide, which includes a calendar that identifies various landmarks and celebrations associated with various cultures, nationalities, and ethnic backgrounds. The calendar can be accessed on the web at http://www.lbl.gov/Workplace/WFDO/multicultural.html.

The guide seeks to familiarize the Lab community regarding the customs, beliefs and contributions of people from diverse cultures and traditions. The calendar recognizes some of the main cultural celebrations by marking them and organizing related activities. These include:

- February: Black History Month
- March: International Women's History Month
- May: Asian Pacific American Heritage Month
- September: National Hispanic Heritage Month
- October: Lesbian, Gay & Bisexual History Month
- November: National American Indian Heritage Month

Activities recognizing the cultural landmarks listed above will be organized throughout the year. The Office of Work Force Diversity will invite students and faculty of local schools to participate in these activities. Suggestions and assistance will be sought from Lab employees and organizations.

ORGANIZATIONAL UNIT LEVEL

Center for Science and Engineering Education

The Berkeley Lab's Center for Science and Engineering Research (CSEE) offers research fellowships to undergraduate students from colleges, community colleges and universities throughout the country. A ten-week summer program and a 15-week fall spring semester experience are provided.

Energy Research Undergraduate Laboratory Fellowship (ERULF). This is the primary program for undergraduates at Berkeley Lab. The U.S. Department of Energy's ERUL program is open to any undergraduate student who is a U.S. citizen or Permanent Resident Alien, at least 18 years of age, and enrolled in an accredited U.S. College or University. It is for students in any scientific or engineering discipline. The community college initiative and pre-service teacher program are more specialized summer fellowship programs for students from across the country with emphasis on California students.

Nuclear Chemistry Summer School (NCSS). A limited number of positions will be made available to students who attended the Nuclear Chemistry Summer School in the Summer of 2001 but who do not meet one specific qualification of the ERULF program (i.e., those who have received their BS degree in the semester immediately preceding the term for which they are applying.)

LBNL Undergraduate Fellowship Program. A limited number of positions will be made available to undergraduate students who do not meet some of the qualifications and conditions of the ERULF, BEST, or NCSS programs. However, first consideration for research fellowships will be given to applicants to the above programs. Availability of positions is dependent upon the availability of specific program funds. This can include students who have outside funding and are looking for a research opportunity to fulfill the requirements of a fellowship or scholarship program.

Institute of Biotechnology, Environmental Science, and Computing for Community Colleges. The Berkeley Lab is participating in this Department of Energy/American Association of Community College pilot program. The institute at LBNL is open to students from 18 partnered California Community Colleges.

The Pre-service Teacher Program provides students who are planning to teach science or mathematics at the secondary level with a research experience designed to help them prepare for their teaching career.

High School Student Research Program (HSRP)

A six-week scientific internship program for Bay Area students in grades 10, 11 and 12 is designed to give students exposure to various fields of science through hands-on research activities. The program encourages students to pursue careers in science and teaches them real-world job skills. Students are recommended by their science teachers or through academic program partners, such as Richmond High School Science and Industry Career Academy or the Berkeley Biotechnology Education Initiative.

Scientists interested in serving as mentors will provide substantive assistance to students and exposure to science and technology careers.

Center for Science and Engineering Education (continued)

Teacher Training

Summer institutes for teachers are provided through teacher professional development grants. The focus of the program is on East Bay schools with diverse student populations. The goal is to raise student achievement and promote careers in science and engineering by providing the students' teachers with updated knowledge about the science frontiers at Berkeley Lab to better motivate and guide students their classrooms. Initiatives for Science and Mathematics Education (IISME) teachers can apply.

SCHOOL TO WORK PARTNERSHIPS

Peralta Community College District

The Laboratory's School-to-Work Program is a process of education that combines work experience with regular college instruction as an integral part of the community college curriculum. It is called Cooperative Work Experience Education because it is dependent upon employers and education cooperating to form a more complete educational program for the students. It is a unique plan of education by integrating classroom study with planned, supervised work experience. Crucial to the integration of classroom study and supervised work experience is strong administrative support.

It is based on the principle that well-educated individuals develop most effectively through an educational pattern that incorporates work experience. Through these structured experiences in business, industry, government and human services, the students bring enrichment to their college studies, which enhance their total development.

The Laboratory's School To Work program's essential ingredients are that the experience is included as part of regular college curricula and that institutions assume the responsibility for integrating work experience into the educational process.

Benefits of Cooperative Work Experience Education

Many unique and distinct benefits can be found in Cooperative Work Experience Education. It is one of the most community-oriented programs a college can develop. It involves public and private employers, students and administrators.

The Student

1. Has the opportunity to learn or improve employment skills under actual working conditions.
2. Gains perspective on career goals through application of classroom theory to "real life experience."
3. Builds self-identity and confidence as a worker through individual attention given by instructor/coordinators and employers.
4. Has opportunities to test personal abilities in work environments.
5. Has a more realistic approach to the job market.
6. Will gain a better understanding of human relations.
7. Will learn to apply Management By Objectives (MBO).
8. May refer to work experience education on future job applications.
9. Benefits financially while learning.
10. Can begin a career earlier.

The Employer

1. May assume a more active educational role in the community college.
2. Is provided with the opportunity to communicate business and industry's needs to the college.
3. Benefits when supervisor/employee communications and relationship are improved.
4. Experiences lower recruiting and training costs since a pool of trained students are able to move into permanent positions. Nationally, over 60 percent of School To Work students go to work permanently for their School to Work employers after graduation.
5. Often has more motivated, enthusiastic employees because their work is evaluated and translated into college units.
6. Frequently experiences less employee turnover since adjustments to the job can take place during School To Work activity.
7. Is assisted in implementing affirmative action programs by improved access to minority employees through School To Work.

The College

1. Is able to develop a more active involvement with this community.
2. Enhances Instruction through the refinement of student skills and knowledge in a business/industry or public agency setting.
3. Experiences lower attrition since students can finance their education and relate it to job requirements and advancement.
4. Has a cost-effective program in the School-to-Work Program, which often results in students attaining full -time enrollment status.
5. Receives valuable, current input from business and industry concerning labor market conditions and the implications for course content and placement opportunities.
6. Utilizes business and industry facilities and equipment, which extends educational opportunities beyond its normal resources.
7. Utilizes the skill and knowledge of outstanding individuals in business and industry in the training of students.
8. Improves intra-college communication on industry's needs among subject matter instructors, guidance personnel and School To Work instructor/coordinators and managers.

Community Advantages

1. School To Work provides an effective means of helping students become more productive workers.
2. The local economy can realize benefits from grater numbers of skilled workers.
3. Closer cooperation and understanding can be achieved between the community and the college.
4. Students tend to remain in the home community after graduation, thereby developing a more stable work force.
5. A process for direct input into the content of college programs and courses is provided.

Lawrence Berkeley National Laboratory in cooperation with the Peralta Community College District is offering internship/trainee opportunities for currently enrolled Peralta Community Colleges students. The positions will average 20 hours per week during the school year and offer selected candidates the opportunity to earn a salary while enrolled in school and earn academic credit while working. Upon completion of the internship students will be competitive for full time positions at Lawrence Berkeley National Laboratory.

NOTE: This is a temporary assignment with possibility of extension. Candidates must be currently enrolled students at a Peralta District Community College (Laney College, Vista College, College of Alameda), and must be enrolled or have taken the required course work for the Internship/Trainee position.

Internship/Trainee opportunities have included:

- **Facilities:**

Architectural and Engineering Technician Intern/Trainee – $14.40/hr.
Provide drafting and illustrating support. Assist in field surveys and verifications. Confirm as-built conditions and take field measurements.

- **Facilities:**

Electronics Technician Intern/Trainee – $14.40/hr. Under supervision perform broad and varied troubleshooting, installation, and repair. Working from schematics, instruction manuals, sketches and verbal instructions, perform fault diagnosis, repair, maintenance, calibration and checkout of broad range of electronic equipment and systems to the component level.

- **Information Computing Sciences:**

Computer Systems Engineer Intern/Trainee – $20.10/hr. Resolve end user desktop problems referred by the Help Desk for Action. Hold formal training and informal coaching sessions of users in response to inquiries or problems that occur more frequently.

- **Environmental Health and Safety:**

Radiological Control Technician Intern/Trainee – $12.17/hr. The position, under close supervision, assists higher-level health and safety personnel implementing the Laboratory's safety program in radiation protection support. Assists experienced technicians with radiation and/or contamination surveys, inventories and audits of work areas surrounding accelerators, radiation-producing machines and in laboratories handling radioactive material.

- **Financial Services:**

Subcontract Assistant/Intern Trainee – $12.15/hr. The position will perform the full range of administrative duties including assisting Subcontract Administrators. Answer limited questions, making sure that all responses are handled in a timely manner. Using an IBM-PC and word processing software (for extended periods of time), assist Subcontracts staff by preparing, proofing, editing a variety of documents/ letters, including Request For Proposals (REP), RFP Mailing lists, Reports, and various Forms. Photocopy and mass mail Subcontract documents. Send and Respond to telephone calls, faxes, e-mail messages, and hardcopy correspondence from Subcontractors and Research Division clients.

As an ongoing effort, the Laboratory's goal during the 2002 calendar year is to place several intern students in the above occupational categories. Furthermore, student interns placed in these areas will be considered for career employment opportunities upon successful completion of their School To Work internships.

BERKELEY BIOTECHNOLOGY EDUCATION, INC.

BBEI Overview

BBEI, also known as Berkeley Biotechnology Education, Inc., is a not-for-profit corporation founded in 1992 [as a result of an innovative public/private partnership between Miles Inc. (now Bayer Corp) and the City of Berkeley] to create partnerships between industry and the schools and whose mission is to seek educational reform to address the growing need of under-achieving, unmotivated high school students, especially those from lower-income families and those with little experience about the world of work. It is also BBEI's mission to encourage industry to recognize its role in the training of the technical workforce so essential to their own success in the 21st century.

BBEI currently coordinates many aspects of the biotechnology education and training programs at local high schools (Berkeley High School and Oakland's Fremont High School), an education to employment program for juniors and seniors and acts as a liaison between industry and the developing biotech program at Laney College in Oakland. BBEI has developed a nine-part model whose components combine to form an integrated and comprehensive program that addresses what has been termed "school to work," but which more appropriately confronts issues as broad as industry participation with schools and nonprofit agencies, workforce preparation for populations under represented in the sciences, and training for entry-level skilled technical positions. The nine-part model includes:

1. High School Program with appropriate curriculum guided by collaboration between education and industry and appropriate teaching styles and evaluation of student performance.
2. Paid Summer Internships for Enrolled High School Students to obtain real employment experiences in positions similar to those jobs they would secure following completion of the program, and practice in skills required for getting and keeping a job.
3. Community College Program with appropriate state-approved curriculum and hands-on experiences guided by educators and industry; articulation between high school and community college portions.
4. Paid Teacher Internships in Industry to address lack of experience with hands-on industry needs and issues and ability to transfer skills development into curriculum; and teacher training in specific biotech curriculum and related social ethical issues of biotechnology and/or other industry-driven concerns.

Co-op Employment Experiences for Community College Participants to enable year round work experiences for students advancing in the program through contract relationships with BBEI and company to assure direct linkage between work and school. Job Placement services including employment development, preparation, and counseling, as well as linkages with industry partners to assist in transition between training and work. Facilitation of Industry Forum to continually expand on the engagement of industry partners to work with BBEI and to ensure education/industry collaboration in training and placement. Support Services for participants and families (including mentoring, tutoring, and counseling and facilitation of family understanding of work experiences) that "close the gap" between current support mechanisms and those needed to achieve successful program completion and employment. Evaluation of program and all components and data collection on participant outcomes.

BBEI Overview (continued)

The Laboratory's goal during the 2002 calendar year is to place several intern students in the above occupational categories. Furthermore, student interns placed in these areas will be considered for career employment opportunities upon successful completion of their internships.

As an ongoing effort, the Laboratory also considers qualified minorities and women currently not in the workforce whenever an appropriate opportunity arises.

SCIENCE EDUCATION OUTREACH

The Berkeley Lab develops and implements programs that utilize DOE scientific resources to improve the content of mathematics, science, and technology education in the region and throughout the country. These efforts for improved technical and scientific education are essential for the fulfillment of the Department of Energy missions. On an annual basis, The Laboratory's Center for Science and Engineering Education's activities reach thousands of students and faculty. The Center conducts national programs sponsored by DOE, including the Energy Research Undergraduate Fellowship Program (ERULF), as well as programs cosponsored by other agencies, including the National Science Foundation, National Institutes of Health, and the State of California. In a partnership with Oakland schools and the University of California, Berkeley Lab is working to expand internet-mediated science content to nationwide audiences through the World Wide Web.

The Laboratory has been leading the development of models of education and outreach to the California student population to ensure a diverse science and engineering work force. Partnerships with California Community Colleges are underway to bring the power of the computing, biotechnology and environmental resources of DOE to underserved college populations. Berkeley Lab enables the professional development of teachers through programs at the Advanced Light Source and other program areas, and supports a School-to-Work educational program at high schools and junior colleges to diversify the work force.

Center For Science & Engineering (CSEE)
Ongoing Project Activities Summary

School Tours Program	Year round tours for high school and middle school students and teachers
Daughters and Sons To Work	Winter and spring middle school tours for all Berkeley Middle school seventh grade students. (1998/CSEE/LHS)
Student Research Participation Program	Six Week summer research participation program for high school students. (1994–2001/CSEE)
Integrated Science Partnership Project	Summer institute and academic year workshops to improve the 9th and 10th grade high school integrated science curriculum. Four-week academy for high school teachers at ALS and other research groups. (Berkeley High School, Vallejo Unified School District) (1998–2001/CSEE)
Teacher Research Associate Program	Eight-week summer research participation program for high school teachers. Partnership with UC Berkeley includes teachers from San Francisco Unified School District. Other teachers from National Pool. (1999/CSEE)
Community College Initiative	Eight-week summer academy for about 24 students from 18 California Community Colleges with predominantly minority populations. (1999/CSEE).
Undergraduate Research Participation Program	Summer, Fall, and Winter–Spring program for about 100 undergraduate students annually. (1964–1999).

Service to the UC Office of the President and State Department of Education

California Science Standards	Rollie Otto (2000) Academic Standards Commission.
California Science Framework	Rick Norman and Rollie Otto (1999) Science Curriculum Framework and Criteria Committee.
All Scientific Program Division	Tours of research labs with talks by research group leaders.

LBNL Divisions and Departments

All LBNL Divisions	Tour guides, workshops for kids, presentations.
Scientific Program Divisions and Support Departments	Mentors supervise student work assignments, usually special projects.
Advanced Light Source (MMRI) and Life Sciences Division	Lectures, presentations and research mentors for teachers.
All Scientific Divisions	Lectures, presentations and research mentors for teachers.
Computing Sciences Division	Planning and guiding education technology program.
Nuclear Sciences and PID	Dissemination of useful teaching materials through workshops and presentations.
All Divisions	Presenters and speakers.
Life Sciences Division	Provides a four-week workshop designed around teaching the skills for doing biotechnology.
Life Sciences, Earth Sciences, Computing Sciences	Provide research mentors for students in research groups.
Physics, Nuclear Science, Work Force Diversity	Provide support and resources for access to research tools in the Supernova Cosmology Project.
All Scientific Divisions	Mentors for students in research assignments.
All Scientific Divisions	Presentations and tours for leaders in education.
High Energy Physics	QuarkNet — international pre-college teacher training program.
Life Sciences/Work Force Diversity	BBEI and School to Work — Summer research appointments for high school and community college students.
National Energy Research Scientific Computing Center (NERSC)	Whole Frog Project — online student activities for use in K–12 schools.
	Ethical Legal and Social Issues — online student activities for use in K–12 schools.
	Home Energy Saver — online student activity for use in high schools and colleges.
	Native American Renewable Energy Education Program for students and faculty at Tribal Community Colleges (1995 – 1999).
	Bioremediation Education Science and Technology research opportunities for students and faculty from Predominantly minority institutions (1990 – 1999).

PROGRAMS

ENERGY RESEARCH UNDERGRADUATE FELLOWSHIP PROGRAM (ERULF). Laboratory provides undergraduate summer and academic year research appointments to outstanding science and engineering students who have completed their sophomore year at colleges and universities throughout the country. Recruitment for both programs is based on a national search and selection is competitive. Selection criteria include: (1) academic performance, (2) faculty recommendations, and (3) the student's interest in and match to ongoing Lawrence Berkeley National Laboratory research and development activities.

Eventually, about one quarter of the students participating in the ERULF program will be part of Faculty Student Research Teams. The program emphasizes research participation and most of the students' time during the 10- to 15-week appointment at the Berkeley Lab is spent at their research assignments. Students attend weekly seminars, lectures, and tours. They are also given mini-workshops on computing, scientific writing, technical presentation, and energy-related careers. Each student makes either an oral or poster presentation and submits a written research report. The scientist/engineer with whom the student works prepares a written evaluation of the student's work during the semester. Outstanding students are sponsored by the Berkeley Lab to present papers at a national conference for student researchers.

THE ERNEST ORLANDO LAWRENCE BERKELEY NATIONAL LABORATORY EDUCATION OUTREACH PROGRAM. The Ernest Orlando Lawrence Berkeley National Laboratory Education Outreach Program provides resources to support mathematics, science, and technology education in Bay Area schools. The Program provides a bridge between the Berkeley Lab and the local schools to enrich education in the schools. It also serves to increase community awareness of the Laboratory and its mission. The Berkeley Lab Outreach Coordinator recruits, trains, and assigns the Berkeley Lab staff to be volunteer mentors, tutors, and guest speakers. Volunteer requests and placements are arranged between the Berkeley Lab coordinator and the local school district coordinator.

HIGH SCHOOL STUDENT RESEARCH PROGRAM (HSRP). The Student Research Program is an eight-week science and technology internship open to San Francisco Bay Area students. The program makes an effort to recruit students underrepresented in science (African Americans, Latinos, Native Americans, and women) and the economically disadvantaged. This program provides students with a multidisciplinary scientific research experience, access to a national laboratory and an opportunity to explore science career options.

Participants are active members of a research group and are assigned research mentors who insure the students have meaningful educational experiences. During the internship, students keep daily journals, attend seminars and participate in scientific workshops. At the conclusion of the program, students make formal presentations pertinent to their research project.

Piloted in 1992 with five students, the program reached a maximum of 25 students in 1994. In Summer 2000, 11 students participated and in the summer of 2001, 25 students participated.

PROGRAMS (continued)

THE INTEGRATED SCIENCE PARTNERSHIP PROJECT (ISPP). The Integrated Science Partnership Project is a collaboration between Lawrence Berkeley National Laboratory and Vallejo City Unified School District. Federally funded by Eisenhower Grants through the California Postsecondary Education Commission, ISPP is designed to enhance the knowledge of local integrated science teachers. The goal of ISPP is to update and expand science teachers' knowledge content with an emphasis on better understanding the interconnectedness of the science disciplines. Emphasis is also placed on strengthening knowledge in subject areas outside their pre-service education training. A strong effort is made to enhance the scientists' awareness of the science education community and the perceptions of their work that are held by the general public. In its second year the main activity of ISPP was a four-week workshop at LBNL where seven district teachers, Teachers As Investigators, worked with four research groups in their quest for scientific advances and 12 teachers, Curriculum Developers, enhanced the district's 9^{th} and 10^{th} grade science curriculum. In-service workshops are scheduled as follow-ups to the summer institute.

TAKE OUR DAUGHTERS TO WORK DAY (DTW). Take Our Daughters To Work Day, founded by the Ms. Foundation for girls ages 9–15, is a one-day event coordinated by the Education Outreach Program. Studies show that young women begin to lose self-confidence in their mathematics and science abilities while in junior high school. These studies form the premise for DTW, one day of hands-on science, engineering, technology, and vocational workshops aimed at recognizing and encouraging the potential that science can hold for women. Since its inception, this program has been expanded to Daughters and Sons to Work Day (DSTW).

EDUCATION TOURS. The Education Tours component of the Education Outreach program makes a vital contribution to the education community by acquainting students and teachers with the vast research projects conducted at LBNL. The scope of this program is extensive.

Students, teachers, administrators, and community leaders from the San Francisco Bay Area, as well as throughout the United States and some foreign countries, visit the Laboratory on an average of twice a month. These tours are comprised of:

- visits to various LBNL facilities, such as the Advanced Light Source, the National Center for Electron Microscopy, and the Human Genome Center,
- scientific and computer demonstrations, such as Liquid Nitrogen, and Hands-On Universe, and career speakers.

During 2000–2001 approximately 1,500 individuals visited the Laboratory through the Education Tours component. The range of visitors was extremely diverse.

Affirmative Action Program

Section 6

Support of Community Action Programs

OVERVIEW

Ernest Orlando Lawrence Berkeley National Laboratory has renewed its commitment to compete effectively in the marketplace to recruit the most promising scientists and retain existing key staff members. The scientific and engineering job classification structure that includes scientist and engineer leadership positions, provides clearly defined career paths in the areas of both scientific accomplishment and scientific management, formalizes accountabilities, and improves succession planning capabilities. The Laboratory is directing its recruitment program toward three goals: (1) ensuring a breadth of experience, (2) maintaining a strong scientific and technical base in the work force, and (3) committing to its affirmative action, equal opportunity goals. Berkeley Lab is active in recruiting promising scientists and engineers through its divisional fellow and postdoctoral associate programs, and each division is accountable for affirmative action/equal employment opportunity (AA/EEO) action-oriented programs aimed at achieving a diverse work force. The Berkeley Lab has effected the following specific steps to achieve these goals:

- A program to increase the Laboratory's competitiveness in the recruitment marketplace, including an active advertising campaign, strong representation at job fairs, and training programs.
- Other outreach recruitment programs, including a widely distributed job listing, regular mailings to Community Based Organizations about the Lab's participation at upcoming community job fairs, participation in local EDD Employer Forums, professional seminars, and search committees, with extensive participation of managers and supervisors.
- Special employment and internship programs, including summer, student, and youth employment programs, as well as education programs designed to help develop promising individuals, including women and people of color, in fields relevant to the Laboratory's mission.

SUPPORT OF COMMUNITY ACTION PROGRAMS

The Laboratory is very committed to supporting community action programs.

The Laboratory accomplishes this support by participation in community action programs and by active outreach to those organizations regarding career opportunities at the Laboratory. In addition, the Laboratory has factored in community outreach in all the planned programs that were outlined in the previous section, Outreach and Recruitment Good Faith Efforts.

The Laboratory has a history of supporting local organizations, including local professional and community organizations, and local schools—high schools, community colleges and universities. The Laboratory supports these community organizations in a variety of ways, such as through community fairs, advertising in publications, job postings, event sponsorship, and meeting attendance.

In FY 2001, the following are just some of the ways that the Laboratory participated in community action programs:

Local Professional and Community Organizations

- California Professional Black Women's Networking Brunch
- Bay Area Urban League's Diversity Career Fair
- Cinco De Mayo Celebration in Oakland
- The Unity Council's Dia De Los Muertos Fruitvale Festival
- Women's Technical & Professional Symposium

Local Schools—High School, Community Colleges and Universities

- UC Berkeley Diversity Career Fair
- Laney College Annual Career Expo/Job Fair
- City College of San Francisco Career information Day
- Merritt College Job Fair
- Contra Costa College Career Connection Job Fair
- San Jose city College Spring Job Fair
- Berkeley Biotechnology Education, Inc.
- San Jose State University Career Fair
- Stanford University Career Fair
- UC Berkeley Black Engineers & Scientists Students Career Fair
- Berkeley High School Teacher Job Shadow Day
- Student Job Shadow Day—Berkeley High School, Oakland School District
- Hispanic Month speaker forum—Richmond High School

In FY 2002, the Laboratory will continue to support these above community action programs. As part of that commitment, the Laboratory also included a local focus in its FY-2001 planned programs. The following are some examples of this focused commitment through planned programs.

List of Women and Minority Sources

The Workforce Diversity Office's list of women and minority sources focuses heavily on local community contacts. It includes local chapter contacts for national associations in addition to local community organizations. The intent of the list is to assist HR, Workforce Diversity Office and Divisions to work together to develop recruitment plans aimed to find qualified candidates and enhance a diversified applicant pool as openings are available, particularly for underutilized job groups. Local community organizations will receive top priority for inclusion of these recruitment plans, and whenever possible will include a mix of local outreach opportunities (i.e., job fairs, web-based postings, job postings, local meetings, advertisements). The list of sources enables Divisions to tailor their selection of sources depending on their recruitment needs.

In addition to the local sources already listed above, the following is a sample of the kinds and variety of local community action programs that are supported and highlighted on the source list:

- Association for Women In Science — East Bay chapter has networking events and newsletter advertising opportunities
- Bay Area Urban League—Has job fairs and job posting opportunities
- Department of Veteran Affairs office in San Francisco—resume referral service
- Employment Development Department—four regional offices in Bay area have job posting opportunities and host monthly Employer Forums
- Intertribal Friendship House—Serves as resource center to Native Americans, job posting opportunities
- KBLX 102.9FM—African American targeted radio station, sponsor community events and radio ads
- Lao Family Development Community—Serves Oakland/Berkeley area Asian community, job posting and resume referral services
- Nation Organization for Professional Advancement of Black Chemists & Chemical Engineers—local Bay area chapter has event networking opportunities
- Society of Women Engineers—Santa Clara and Mt. Diablo chapters have newsletter ad and networking opportunities
- Society of Hispanic Professional Engineers—San Francisco and San Jose chapters have meeting networking opportunities.

Technician School to Career Training and Development Program

The goal of this program is to provide local community college students with an entry-level career opportunity at the Lab upon graduation with their two-year technician degree. The long-term intent of the program is to identify and develop these graduates into career paths at the Lab and to increase the diversity of the applicant pools. This program is the first time ever that the Laboratory has implemented a planned program to local community college students to offer them entry level technician career opportunities. The program is described in more detail in the section, "Consideration of Minorities and Women Not Currently In the Workforce."

Affirmative Action Program

Section 7

CY-2002 Placement Goals

41 CFR 60-2.15(b) and CFR 60-2.16

GOALS

The Laboratory's determination under 60-2.15 that a placement goal is required constitutes neither a finding nor admission of discrimination. Underutilized areas are identified using the measure in Appendix D, Labwide Underutilization, where anywhere representation rate is less than availability is considered underutilized. As these underutilized areas are identified, goals must be set to increase the representation of females and people of color in areas where they are presented underutilized. Designed to rectify underutilization, goals represent a benchmark for evaluating the Laboratory affirmative action progress. They provide guidance for the Laboratory to focus on outreach and other recruitment efforts in areas where females and people of color are underutilized. Goals, however, are designed to be met only if hiring opportunities arise. Moreover, they do not require the hiring of a person who is less qualified, nor do they require the hiring of a specified number of persons. Such a requirement would constitute a quota, which is expressly forbidden under the regulations.

Job Group Restructuring

On 1/1/2002, a major Job Group Restructuring took place in the Laboratory, which significantly changed the job group components. As the result of the Job Group Restructuring, starting this plan year, we set our availability goals in the beginning of the calendar year (1/1/2002) when the Job Group Restructuring was effective. Therefore, as the consequence of the Job Group Restructuring, in the future we will use the calendar year data (1/1 – 12/31) to compute our availabilities, establish our goals, and review our progress, instead of the fiscal year 10/1 – 9/30 as we had previously used in our Plan. Availability Goals are equal to Placement Goals. (Please refer to Section 8 and Appendix F for more details on Job Group Restructuring.)

Good Faith Efforts in Meeting Goals

Annually, the Division Directors are informed about underutilization in their respective areas. Supervisors and Managers are also responsible for exercising good faith efforts in reducing underutilization in their areas. Being mindful of the Laboratory's affirmative action goals and objectives, they are responsible for recruiting a diverse applicant pool for job openings, particularly for those openings that have been identified with underutilization.

Underutilization Analysis

In those instances where underutilization exists, annual percentage placement goals are set to address disparities. These goals and affirmative action commitments are designed to correct identifiable deficiencies. In all instances, goals are set for women and minorities equal to availability and are designed to reverse situations of underutilization of women and minorities as identified in AAP Appendix D.

"When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that particular job group, the contractor must establish a placement goal." [Section 60-2.15(b)]

The Laboratory has established placement goals in job groups where the percentage of minorities and women is less than would reasonably be expected given their availability percent in that particular job group.

The Laboratory's "Good Faith" efforts and Action Oriented Programs were implemented to address all levels of underutilization as identified in Appendix D.

Affirmative Action Program

Section 8

Monitoring
41 CFR 60-2.17(d)

INTERNAL MONITORING AND AUDITING SYSTEM

The Equal Employment Opportunity Officer initiates the monitoring and auditing system for the Laboratory. The Laboratory's auditing and reporting system is intended to complement the Laboratory's existing efforts to maintain compliance. This system is intended to evaluate AA/EEO accomplishments in relation to established good faith efforts. The EEO Officer is responsible to implement the auditing and reporting system. The EEO Officer monitors this system on a quarterly/semiannual basis. The reporting and audit system provides for:

1. Maintaining and monitoring accurate and up-to-date records on all referrals, applicants, hires, promotions, transfers and terminations by race and sex to be certain that all employees are treated on a fair and equitable basis.
2. Meeting reports from unit managers on a scheduled basis that indicate the degree to which Laboratory or unit goals are attained.
3. Reviewing all selection, promotional and training procedures to ensure that they are nondiscriminatory.
4. Informing, on a regular basis, top management of the effectiveness of the policy and recommendations for improvements, if necessary.

LABORATORY MONITORING COMMITMENTS

The following procedures are implemented to audit and support the Laboratory's affirmative action efforts. See Section 3, Responsibility for Implementation, for details on responsibilities for ensuring that the audit process of AA/EEO efforts is accomplished.

Work Force Utilization Reports are prepared semiannually and annually for internal dissemination to relevant Laboratory personnel. Analysis of the work force includes the composition and fluctuation of women and people of color, updated availability estimates and utilization levels, and progress toward current affirmative action goals.

The Work Force Utilization Reports, by EEO job group and EEO job category, present the utilization and availability of women and people of color. Data on women and people of color are reported by separate ethnic or racial groups, i.e., Hispanic, African American, Asian, Native American, and Other.

LABORATORY MONITORING COMMITMENTS (continued)

Line managers are responsible for being aware of this information. The EO Administrator is responsible for reviewing and advising line managers about the patterns shown in the Work Force Utilization Report. The monitoring system is reviewed periodically to ensure that the data collection method provides current and accurate supporting documentation.

The Laboratory has renewed its commitment to the monitoring and auditing of personnel activities through the development of a Human Resources Information System (HRIS). The HRIS will allow for improved tracking of personnel actions and will provide an accurate historical record of events that was previously not available.

Job Requisition and Hire Justification

The use of employment forms provides proper documentation of hiring actions taken by the hiring authority for each organization.

The Human Resources Department reviews job requirements to ensure that skills, experience, knowledge, and any other qualifications are job-related and completed correctly before a job is posted so that otherwise qualified prospective applicants are not discouraged by erroneous minimum or desired qualifications.

Placement Goals

Placement rate goals are established in the Affirmative Action Program pursuant to 41 CFR 60-2.15and 60.2.16 These goals are intended to guide the good faith efforts of those involved in recruiting and hiring, leading to the representation of women and people of color at rates comparable to their availability for specific jobs at the Laboratory.

Recruitment

The Office of Work Force Diversity and Human Resources Department identify viable recruiting resources that have in the past maintained a consistent pool of available applicants for vacant Laboratory positions.

EMPLOYMENT APPLICATIONS ACCOUNTABILITY

The Human Resources Department enters all applications into Resumix. This Department also records information, such as sex and ethnicity, utilizing an Applicant Data Entry Form that is completed by applicants on a voluntary basis.

The applicant tracking database facilitates the Laboratory's examination of placement statistics. Analysis determines if there is a substantially different rate of selection that adversely impacts a race, sex or ethnic group. The adverse impact analyses are performed on placement rates, promotions, terminations, and other applicable employment decisions. Adverse impact is a mechanism used to identify possible concerns but does not in itself constitute discrimination.

Selection Analysis

The WFDO conducts adverse impact analyses using data provided by Resumix by EEO job group as follows: the number of applicants; qualified applicants; interviewees; job offers; and placements by sex, total people of color, and separate racial and ethnic groups. The report reflects both Laboratory and non-Laboratory applicants who are considered for advertised vacancies.

The WFDO compares the data by qualified applicants to placements for adverse impact analysis. As appropriate, identified problems are researched and appropriate corrective actions may be recommended. For example, should adverse impact be discovered in some part or all of the selection process for a specific job category, patterns will be checked and/or job selection packages will be audited.

Training

The Human Resources Department's Employee Development and Training Unit generates reports that reflect employee participation in training programs and determines the extent of compliance with the Laboratory's commitment to equal opportunity for all employees. Training results are provided to management for their action, as appropriate. The WFDO reviews training statistics (as provided by the Human Resources Department) to be cognizant of compliance with AA/EEO regulations.

OTHER MONITORING AND AUDITING ACTIVITIES

In addition to data gathering for recruiting, employment, and internal work force statistics, the WFDO reviews the following situations for compliance purposes:

- Laboratory policies and practices including salary management guidelines are reviewed by WFDO to ensure compliance with current EEO laws and OFCCP regulations.
- Complaints are investigated by the Employee/Labor Relations Unit. Employees needing guidance or assistance in resolving complaints are encouraged to contact the Human Resources Department and/or the WFDO. Complaints are reviewed for discriminatory practices.

UTILIZATION ANALYSIS

Utilization analysis, an essential component of the Affirmative Action Plan (AAP), is designed to assist the Laboratory in identifying underutilization areas, develop focused outreach efforts, and implementing Equal Employment Opportunity/Affirmative Action policies. A utilization analysis contains the following interrelated elements: a workforce analysis; a job group analysis, an availability analysis; and an underutilization analysis.

Work Force Analysis

The Laboratory annually conducts an analysis to organize payroll data to access work force composition by sex and ethnicity for each division/ department. A statistical array of employee counts is summarized by job titles that are ranked from lowest to highest by salary range. Appendix A shows the Work Force Analysis Report.

Job Group Analysis

A job group contains a set of job titles that share similar content and responsibilities, wage rates and lines of progression. As a general practice, job titles and job group assignments are reviewed and updated as appropriate (Refer to Appendix B for job group analysis showing the percentage of minorities and women employed in each job group). These 42 job groups at the Laboratory are listed in the Appendix D.

Availability Analysis

An availability analysis determines the level one might expect females and people of color to be represented in a job group, based in their availability in the relevant labor area work force. Additionally, this analysis creates the basis for deciding if females or people of color are underutilized within a job group whereby goals will be developed to correct the situations. Availability, statistics for jobs at the Laboratory have been analyzed and revised, as appropriate, in accordance with the requirements of federal regulations (41 CFR 60-2.14). Additional information relative to the recruitment area and rationales of the weighting factors for each job group can be obtained by request to the Work Force Diversity Office.

Listed below are the procedures used to develop the availability for each job group in this plan.

1. Define the Relevant Labor Market. Each job group's relevant labor market was identified based on the area(s) where the Laboratory normally recruits its job applicants. These areas could be one or a combination of the following: the nation, the state of California, the five Bay Area counties, or the internal work force of the Laboratory.

2. Current availability percents are based on 1990 U.S. Census data. Census data, however, do not always correspond well to Laboratory job titles, do not address skills or interests, and become dated as the time between the plan year and the census year increases. To some extent, these problems can be offset by supplementing the census data with educational statistics. Hence we have decided to supplement our availability calculations with educational statistics, Professional Women & Minorities, Thirteenth Edition, April 2000, published by Commission on Professionals in Science and Technology. Availability estimates for all job groups at the Laboratory were calculated during calendar year 2002. In calculating availability, a two-factor analysis was used. The regulation, 41 CFR 60-2.14, requires the use of two-factor analysis, stipulating the consideration of at least the following two factors when calculating availability: (1) the percentage of minorities or women with requisite skills in the reasonable recruitment area; and (2) the percentage of minorities or women among those promotable, transferable, and trainable within the organization.

See Appendix C in regards to more detailed discussion describing how the Laboratory performs availability analysis.

January 1, 2002, Job Group Restructuring

On January 1, 2002, the compensation department initiated a job group restructuring in order to group together job titles that have similar job nature and similar range of pays. As a consequence of this job group restructuring, effective January 1, 2002, the number of job groups in the Laboratory has increased from 33 job groups to 42 job groups. Please refer to Appendix F for the job group comparisons.

IDENTIFICATION OF PROBLEM AREAS

Compensation Analysis

Wages and salaries are equal for members of both genders and all ethnic groups who perform a job of the same content and responsibility. In response to the requirement on the compensation system in the section on "Identification of Problem Areas", the lab has purchased and installed software application. This allows the lab to perform in-depth analysis to determine if there are gender-, race-, or ethnicity-based disparities in compensation.

Personnel Action Analysis

In an ongoing effort to identify areas of concern and assess progress in correcting these areas, LBNL annually analyzes human resources activities including staff placements, promotions, layoffs and terminations. For FY01 analysis was conducted in three components of the employment process: recruitment, selection and termination. These analyses examined statistics in the applicant to hire, promotion and terminations work force ratios that occurred between October 1, 2000, and September 30, 2001.

Groups that were disproportionately represented in any one of the above areas were considered to be adversely impacted.

Adverse Impact

Historically, in assessing adverse impact for personnel activities such as hiring, terminations and promotions, the Laboratory has alternated between two analytical approaches — analyses focused on Laboratory-wide data and analyses focused on division-based data. In determining the most effective approach, the Berkeley Lab has worked closely with the Office of Federal Contract Compliance Programs (OFCCP). Each approach has merit. Using Laboratory-wide data permits meaningful analysis relative to potential problem areas. Using division-based data focuses the analysis on the organizational unit where personnel actions take place. The latter approach with its smaller numbers, may, however, result in inconclusive statistical analyses.

Adverse Impact Potential Areas of Concern Within Job Groups

The Impact Ratio Analysis (IRA) was used to reach the findings and conclusions for protected groups in each EEO-1 category. The IRA is designed to provide a method to compare selection rates between the protected and non-protected classes. Selection rates for the personnel activities of hiring, promotion, and termination are analyzed. Rates are further divided for each activity by job area or category (job group). The IRA is the number found by dividing the selection rate for unfavored class (that showing the lesser activity per number of class incumbents for promotions and hires) by that of the favored class. Those cases where the selection rate for women or minorities is less favorable than that for others are the ones to be noted. Specifically, if the IRA for women or minorities is less than 0.8 for a particular job category in a particular activity, the occurrence is flagged.

Adverse Impact Potential Areas of Concern Within Job Groups (continued)

The Laboratory will closely monitor the selection rates of personnel actions in all areas to determine any system patterns and subsequent appropriate action.

Corrective Actions

The monitoring and auditing activities described herein are used to identify any potential problem areas as called for by 41 CFR 60-2.17(b). The table of EEO job groups with underutilization appear in Appendix D, Lab-wide Underutilization.

Any problems that the Office of Work Force Diversity identifies through internal monitoring and auditing procedures are reported through line management. The WFDO monitors the actions described above and the information is subsequently passed through line management levels to the Laboratory Director. The EEO Officer and the Laboratory Director, if necessary, become personally involved with problems in the corrective action process. Managers are responsible for implementing AA/EEO efforts and they are expected to correct identified problems, as already noted in policy.

The Laboratory is underutilized in the job groups identified in Appendix D, Lab-wide Underutilization. As stated in Section 5, Action Oriented Programs, the Laboratory will continue its good faith efforts to improve representation of women and people of color in these EEO job groups where underutilization occurs as referenced above in the Action Oriented Programs section.

The Office of Work Force Diversity continues to work with units in the Human Resources Department to develop, maintain, and improve databases and programs for tracking applicant flow, new hires, terminations, promotions, and transfers.

Inclusive recruitment, in-house training programs, employee development plans, tuition reimbursement programs, and other programs are just a few examples of how the Laboratory tries to assist women and people of color in competing for positions where the Laboratory has identified underutilization. The Laboratory continues to strengthen its commitment and maintain its good faith efforts by ensuring that women and people of color applicants are considered for Laboratory positions.

Identification of Problem Areas by Organizational Unit

In compliance with the guidelines set out in 41 CFR 60.2.11(c) the Ernest Orlando Lawrence Berkeley National Laboratory has developed a work force analysis that lists each job title as it appears in collective bargaining agreements or payroll records ranked from the lowest paid to the highest paid with in each organizational unit. The organizational unit used by the Berkeley Lab is Division/Department. See Section 1, Introduction, for details of the Berkeley Lab's organizational units. Each job title is accompanied by information pertinent to the job title, such as the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents in each of the following ethnic categories: Blacks, Hispanics, Asians/Pacific Islanders, and American Indians/Alaskan Natives. Refer to Appendix A, Work Force Analysis, to review this listing.

All Division/Department Directors are charged with the overall responsibility for implementing AA/EEO policies within their Divisions/Departments. Refer to Section 3, Responsibility for Implementation, for more information.

Identification of Problem Areas by Organizational Unit (continued)

This analysis serves to identify potential problem areas where one or more protected groups are not represented within organizational units.

The results of the fiscal year 2001 review of divisional/departmental work force analysis reveal potential problem areas in work force composition of women and people of color in the following divisions/departments, and other organizational units:

- Accelerator and Fusion Research
- Advanced Light Source*
- Chemical Sciences
- Computer Sciences
- Engineering*
- Earth Sciences*
- Human Resources*
- Information and Computer Sciences*
- Laboratory Directorate*
- Materials Sciences*
- NERSC (National Energy Research Scientific Computing) *
- Nuclear Sciences
- Operations
- Physical Biosciences*
- Physics

These three areas (underutilization, adverse impact, and division work force analysis) are further addressed in Section 7, Placement Goals, and Section 5, Action Oriented Programs.

*Only one protected group (Native American) is not represented in the organization units' workforce.

Affirmative Action Program

Section 9

Compliance with Sex Discrimination Guidelines

41 CFR 60-20

OVERVIEW

The Laboratory's policies and procedures comply with Sex Discrimination Guidelines as set forth in 41 CFR Part 60-20. The Berkeley Lab does not discriminate on the basis of sex with respect to recruitment, advertising, job policies and practices, wages, or employment of women in so-called "non-traditional" employment areas, as explained below.

Recruitment and Employment Advertising

The Laboratory recruits qualified persons of both sexes for all jobs. Job requisitions, newspaper advertisements, and contacts with community organizations, job placement firms, and school placement officers do not indicate any limitation or preference of sex. Job openings in newspapers are not placed in columns headed "male" or "female" and advertisements are written in language intended no to suggest any sex preference.

Operating Policies and Practices Relating to Personnel

All personnel policies and practices including collective bargaining agreements apply to employees of both sexes. No policies are written that apply to only males or only females.

Hiring

Males and females have equal opportunity to apply for all available jobs. The Laboratory has no bona fide job requirements that favor a person of one sex over a person of another sex.

Conditions of Employment

Wages, seniority, hours of employment, and other conditions of employment are based solely on factors other than sex. Fringe benefits are available to employees equally, based upon terms of employment, and are provided without regard to consideration of sex.

Marital and Family Status

Neither marital nor family status of applicants and employees affects their participation in fringe benefits or other aspects of employment.

Facilities

The Laboratory provides appropriate physical facilities for both sexes.

Protective Laws

The Laboratory has no jobs that women are prohibited from performing.

Maternity Leave

Leave of absence because of pregnancy is treated the same as leave of absence for a disability. Maternity benefits are provided for female employees. These benefits were planned so that female employees are not penalized in their employment on account of childbearing. Leave of absence is also granted upon request of an adoptive parent of any infant six months of age or under at the time of placement in the adoptive home. Upon returning from maternity leave or any other authorized leave, the employee is assigned to the same position or to a similar position with like status and like pay. Maternity leave and benefits are the same for married and unmarried employees. The Laboratory's various collective bargaining agreements also have provisions for maternity leave.

Family Leave

The Laboratory complies with the California Family Rights Act of 1991 and the Federal Family Leave Act of 1993. All eligible employees are entitled, upon request, to at least four months of unpaid leave in a 24-month period to care for a newly born or adopted child or to care for a child, parent, or spouse who has a serious health problem.

Retirement

The retirement systems in effect at the Laboratory are those approved by the University of California and are described in the RPM in Section 2.15(D). No distinctions based on sex are made with respect to participation in the retirement program.

Wages

Wages in the Laboratory's system are based on an employee's relevant education, experience, and performance and do not take sex into consideration as a salary variable.

Job Classification

Job classifications at the Berkeley Lab are not segregated by sex. The Laboratory seeks women for all job classifications, including positions for which women may not have traditionally applied. Both sexes have equal access to in-house training programs as well as to reimbursement for external training.

Sexual Harassment

It is the Laboratory's policy that sexual harassment is not tolerated and that discipline, which may include termination, will result if employees are found to have violated this policy. The policy on sexual harassment carries the signature of the Laboratory Director. The Equal Opportunity Administrator delivers training programs to address issues related to sexual harassment for supervisors, managers, and employees.

Affirmative Action Program

Section 10

Compliance with Guidelines on Religion and National Origin

41 CFR 60-50.2 and 60-50.3

OVERVIEW

In compliance with the guidelines set out in 41 CFR 60-50, the Laboratory does not discriminate on the basis of religion or national origin with respect to any employment condition, including but not limited to recruitment, employment, transfer, promotion, demotion, wage rate, training, layoff, and termination.

Positive Recruitment

The Laboratory enlists the assistance and support of all recruitment sources in connection with its commitment to provide equal employment opportunity without regard to religion or national origin.

Dissemination

The EEO/AA policy is disseminated both externally and internally to employees and applicants through the general EEO/AA practices as described in preceding sections.

Accommodation

The Laboratory makes reasonable accommodation to the religious observances and practices of employees and prospective employees, including granting vacation and/or leaves of absence, when such accommodation can be made without undue hardship on the conduct of its business.

Affirmative Action Program

Section 11

AA Plan for Covered Veterans and Persons with Disabilities

41 CFR 60-250;741

OVERVIEW

To ensure that all employees know of the Affirmative Action Programs, the Laboratory has made its policy available in a variety of ways, including the following:

Note: The terms special disabled veteran, veteran of the Vietnam Era, recently separated veteran, and other qualified veterans who served on active duty during the war or in a campaign or expedition for which a badge has been authorized, will be replaced hereafter by "covered veterans."

Compliance

As a part of the University of California, LBNL maintains a Nondiscrimination and Affirmative Action Policy regarding all employees. This is also included in section four.

In accordance with applicable state and federal law, it is the Laboratory's policy to ensure equal employment opportunity to all employees and job applicants. The Laboratory will not engage in discriminatory practices against any person employed or seeking employment because of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition (cancer-related or genetic characteristics) age, citizenship, or status as a covered veteran, special disabled veteran, Vietnam era veteran, recently separated veteran or any veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. This applies to all personnel actions, including hiring, transfer, training, promotion, termination, and other terms and conditions of employment. The Laboratory's policy is to take affirmative action for minorities, women, individuals with disabilities, special disabled veterans, and Vietnam era veterans, recently separated veteran, and any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, through formally written affirmative action plans.

In addition, it is the policy of the University to undertake affirmative action, consistent with its obligations as a federal contractor, for minorities and women; for persons with disabilities; and for recently separated veterans, special disabled veterans, Vietnam-era veterans, and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. The University commits itself to apply every good-faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements and are consistent with University standards of quality and excellence.

LBNL provides reasonable accommodation to the religious observances and practices of employees and applicants except where such accommodation causes undue hardship on the conduct of LBNL business. The extent of the Laboratory's obligation is determined by considering business necessity, financial costs and expenses, and resulting personnel issues.

Harassment

Pursuant to §60-250.44(e) and §60-741.44(e), the Laboratory has developed and implemented procedures to ensure that employees are not harassed because of their status as a covered veteran or individual with a disability. These measures include stating the Laboratory's nondiscrimination and harassment policies in the Laboratory's policy and procedures manual, addressing nondiscrimination and harassment in supervisor and manager training courses, and providing a variety of formal and informal complaint resolution options.

Availability of Plan

This written Affirmative Action Program for covered veterans and Qualified Individuals with a Disability is available for inspection by any employee or applicant for employment upon request during regular business hours at the Work Force Diversity Office. A copy of the program is distributed to each Division Director.

Posters

At several locations, EEO/AA notices are posted in areas where they can readily be seen by employees and job applicants. Among these notices are (a) the U.S. Department of Labor poster which informs applicants and employees in English and in Spanish of employment rights of Qualified Individuals with a Disability and covered veterans on the Family Medical Leave Act, (b) the U.S. Equal Employment Opportunity Commission's poster "Equal Employment Opportunity is the Law," (c) Department of Fair Employment and Housing poster in English and Spanish prohibiting discrimination in employment, and (d) the Laboratory Director's Equal Employment Opportunity/ Affirmative Action Policy Statement.

Publications

The commitment to affirmative action is publicized by setting forth the policy statement in the quarterly in-house publication *Berkeley Lab Research Review* and materials/publications used for recruitment purposes.

The Vocational Rehabilitation Program is described in the *Regulations & Procedures Manual*, which includes information on special selection procedures for employees with a disability.

Self-Identification Invitation and Form

All employees who believe themselves to be covered by either the Rehabilitation or the Readjustment Assistance Acts are invited to identify themselves voluntarily. All applicants will receive a self-identification form after an offer of employment has been extended. On an annual basis, an invitation for employees to self-identify is mailed through the internal mail system to all employees by the Work Force Diversity Office.

The information provided is kept confidential, except that supervisors may be informed regarding restrictions on duties and appropriate accommodations. First aid and safety personnel may be informed, where appropriate, if a condition might require emergency treatment, and government officials investigating the Laboratory's compliance with relevant affirmative action regulations shall be informed. A copy of the self-identification invitation and transmittal memo is located at the end of this section.

EXTERNAL DISSEMINATION OF POLICY

The Laboratory disseminates its affirmative action policies through the following practices:

Recruiting Sources

The Laboratory enlists numerous recruiting sources, including the State Employment Development Department, State vocational rehabilitation agencies, educational/training agencies, and organizations for individuals with a disability and covered veterans. Representatives of the various recruiting sources are briefed by the Human Resources Department via telephone communications and mail campaigns. Many of these agencies and organizations receive the *Current Job Opportunities* listing to encourage the referral of qualified individuals with a disability and covered veteran applicants.

Outreach Activities

To augment its efforts related to the employment and advancement of qualified individuals with a disability and covered veterans, the Laboratory conducts outreach through job opportunities publications.

Technical Assistance

Advice and technical assistance on proper placement, training, and accommodation possibilities for qualified workers with a disability are sought from the State of California Department of Rehabilitation and social service agencies and nonprofit organizations like the Center for Independent Living that serve individuals with disabilities. For example, for advice on assistive devices and sign language interpreters for hearing-impaired employees or applicants, the Laboratory utilizes the services of the Center for Independent Living (CIL).

Purchase Orders

To ensure all its subcontractors and suppliers know of and prescribe to its policy, the Laboratory, consistent with the requirements of the regulations implementing Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, has incorporated clauses in its procurement documents (including requests for quotations, purchase orders, and subcontracts) that prohibit unlawful discrimination; promote equal employment opportunity and affirmative action in employment for women, people of color, persons with a disability, and covered veterans; and encourage utilization of small businesses owned and controlled by socially and economically disadvantaged individuals.

RESPONSIBILITY FOR IMPLEMENTING POLICY

Refer to Section 3, Responsibility for Implementation.

OFFERS OF EMPLOYMENT

The Laboratory does not reduce the amount of compensation in its employment offers to disabled individuals and covered veterans because of disability income, pension, or any other benefit.

ACCOMMODATION

The Laboratory will continue to make reasonable accommodations, based on medical restrictions, of employees or applicants with a disability unless such an accommodation would impose undue hardship on the conduct of business, taking into account business necessity and financial cost and expense. The following are examples of accommodations that may be made:

Job Restructuring

The Laboratory will accommodate a qualified individual with a disability by carefully reviewing the employee's abilities and making every reasonable effort to provide appropriate accommodation so that the employee can fulfill the essential functions of his or her present position.

Work Policy

The Berkeley Lab's Transitional Employee Assignment for Medically Restricted Employees with a Disability (TEAM) defines the role of the EMPLOYEE, supervisor and the department head in effecting, where medically indicated, the worker's return to full duty by providing transitional, temporary work. This program is coordinated with the assistance of the Disability/Risk Management Specialist and Health Services.

Work Hours

It is the Laboratory's policy to make flexible working hours available to all employees through the implementation of flextime, which allows employees to redistribute their work hours within a framework defined by management. Flextime makes it possible for the Laboratory to accommodate the special needs of employees with a disability (i.e., time off for rehabilitative treatment or therapy).

Equipment Modification

A purchase order was initiated in FY83 and has been renewed annually to provide interpreting services for hearing-impaired Berkeley Lab employees and job applicants. This blanket purchase order utilizes the services of the CIL. Upon request, the agency will send out an interpreter and charge the Laboratory for the services rendered.

Phonic Ear System

The Phonic Ear System is intended to accommodate disabled employees and visitors by making the Building 50 Auditorium accessible to those who are hearing-impaired. The Phonic Ear System is designed to amplify sounds for those with hearing impairments. The system is portable and can be used in other rooms. The availability of amplification units is included in each Building 50 Auditorium program announcement.

Disabled Lift

A disabled lift is available for use by persons with a disability for access from the parking lot to the Cafeteria and Building 70. Employees with a disability may request keys from Division Administrators, the Cafeteria Manager, and maintenance personnel. A lock-box containing keys has been installed at the lift site. In the event that a person with a disability arrives by car and does not have a key, the person can call University Campus Police and an officer will respond to provide assistance.

Telecommunications Devices for the Deaf

Telecommunications Devices for the Deaf (TDD), acquired by the Laboratory several years ago, are now being used by hearing impaired employees. When a person is making a telephone call, the phone receiver is placed on the TDD and a signal is carried over the telephone lines. The person being called is alerted when the light on the device goes on. The message can be read either from an LCD display or printout of the conversation. By having the TDD available, hearing-impaired employees can call in to report absences or convey other necessary information to their supervisors; conversely, they can be reached at home, if necessary.

Shuttle Bus

The Berkeley Lab currently operates seven busses with wheelchair access. The Bus Services continually provides all bus operators with training on transporting passengers with special needs.

Providing such a service complies with the requirements of the Rehabilitation Act of 1973, which specifies that a contractor must make services available to other individuals who are disabled, unless the contractor can show that the accommodations would create an undue hardship on the business.

Rehabilitation and Health Services

Berkeley Lab coordinates with Vocational Rehabilitation Services to provide counseling, vocational evaluation, job modification, job transfer, retraining, and trial return to work services to employees who are medically unable to perform all the functions of their job.

The Vocational Rehabilitation Services are available to employees and to their departments for consultation on the specifics of reasonable accommodation. Rehabilitation specialists are utilized when necessary in the rehabilitation effort where formal job analysis and vocational counseling are indicated. All related services within the Laboratory contribute to the rehabilitation effort with the primary focus being on accommodating the employee with a disability within the Laboratory community.

Americans with Disabilities Act (ADA) Guidelines

Written guidelines for implementing the employment provisions of the ADA are available to administrators, managers, and supervisors at Berkeley Lab.

Disability Management Committee

A Vocational Rehabilitation Committee was formed in FY81. Its duties were absorbed by the Disability Management Committee in FY96. The Berkeley Lab Disability Management Committee includes representatives from Health Services, Employee/Labor Relations, Risk Management, Benefits, and Environmental Health & Safety. Other disciplines are consulted as needed on a case-by-case basis. The team approach ensures the application of all available resources at the Laboratory to the accommodation effort. Referrals are made by Health Services, the Disability Management Analyst, or the disabled employee's department.

ADA Accommodation Fund

The Berkeley Lab has made significant investments in keeping individual employees with disabilities on the job utilizing the ADA Accommodation Fund. Types of accommodations have included major bathroom modifications, a specially fabricated workstation, electronic door openers, designated parking spaces, telesensory devices, wheelchair ramps, various special appliances, and a contract with a disability paratransit shuttle service. For recent upgrades, please refer to page 13-7 under "Disability-Accessible Buildings at the Berkeley Lab."

Special Selection Procedure

Berkeley Lab has initiated a special selection procedure, which provides employees who can no longer perform their usual and customary duties due to medical reasons with a 90-day preferential access to open positions for which they are qualified. The procedure involves a coordinated multidisciplinary effort for both industrial and nonindustrial cases.

Employee Assistance Program

The Laboratory-contracted Employee Assistance Program is available to all employees and provides confidential counseling for all kinds of problems, including those relating to divorce, family, alcohol, drugs, finances, job-related concerns, anxiety, depression, stress, and interpersonal relationships at work.

When an employee requests help with an alcohol or drug problem, the Laboratory grants sick leave for participation in approved rehabilitation programs. The Laboratory also arranges for short-term psychotherapy and chemical dependency therapy, when appropriate. The Laboratory maintains a medical service facility to treat injuries and minor ailments and to advise employees on conditions that should be discussed with or treated by an outside physician. Other health services are provided by the Laboratory and are described in the *Employee Handbook* and *Regulations & Procedures Manual*.

Parking Spaces

At some locations, there are parking spaces identified as reserved for persons with a disability. In addition, reserved parking privileges for employees with a physical disability may be authorized by the Laboratory's Parking Services Manager when the need is verified by Berkeley Lab's Health Services staff.

Facility Modification

The Berkeley Lab has evaluated the accessibility of facilities commonly shared by guests and employees. As a result of this evaluation, the following facilities were made ADA compliant by administrative or structural changes:

- Building 50, Administration
- Building 50, Auditorium
- Building 54, Cafeteria
- Building 65, Reception Center
- Building 69, Purchasing
- Building 937, Human Resources

The Facilities Department is responsible for design and construction of new buildings, additions, and modifications. All new facilities will be constructed in full compliance with Title 24 of the California Administrative Code, which includes ADA requirements.

Disability-Accessible Buildings at Berkeley Lab

Completed projects covering new facilities and modifications to existing facilities designed to meet the then-current barrier-free access requirements for persons with a disability are shown below:

Building	Description
2	Access, Toilets and Parking
3	Access, Toilets, Automatic Door, Parking
6	Light Source Addition – Access, Toilets and Parking.
16	Addition – Access
26	Health Services – Access, Toilets and Parking
29	Trailers – Access, Toilets Automatic Door and Parking
31	Access, Toilets and Parking
44A	Trailer – Access
44B	Trailer – Access
46	Access, Toilets, and Parking
46A	Access, Toilets, and Parking
48	Fire Station – Access, Toilets, and Parking
50 Aud.	Access, Toilets, Wheelchair Clearance, and Parking
50A, 50B, 55, 70A, 72, and 90	Elevator Improvements and Control Panels
50A, 50B, 50E, and 50F	Access, Parking and Toilets; Access to and Toilet for Auditorium
50C	Access and Parking
50D	Access, Toilet and Parking
51	Access and Toilet
51N	Access and Parking
54	Cafeteria – Access, Toilets and Parking
55	Access, Toilets, and Parking
62	Access, Toilets, and Parking
65	Reception Center Access and Toilets
66	Access, Toilets, and Parking
69	Access, Toilets, and Parking
70	Access, Toilets, and Parking
70A	Access, Toilets, and Parking
71	Second Floor – Access
72	ARM Addition – Access, Toilets, and Parking in Support Laboratory
74	Laboratory Addition – Access and Parking
75B	Access, Toilets, and Parking
77	Access and Women's Toilet
77A	Phase I – Access and Parking
83	Access, Toilets, and Parking
90	Access, Toilets, and Parking
90	Trailer Complex – Access, Toilets, and Parking
934	Access and Toilet
936	Access, Toilets, and Parking
Phone Access	Various Locations at the Laboratory
Shuttle Busses	Equipped with AA Accessibility

PERSONNEL PRACTICES AND PROCEDURES

In addition to the activities previously mentioned, the Laboratory has utilized and will continue to utilize the following measures to promote equal employment opportunity/affirmative action for qualified individuals with a disability and covered veterans.

Hiring and Promotion

The Laboratory has reviewed its personnel processes and determined that the present procedures ensure careful, thorough, and systematic consideration of the job qualifications of known qualified individuals with disabilities and covered veterans for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available. Personnel practices and procedures do not stereotype individuals with a disability and covered veterans in a manner that would limit their access to jobs for which they are qualified. Further, in determining the qualifications of a covered veteran, the Berkeley Lab will consider only that portion of the military record relevant to the specific job qualifications for which the veteran is being considered.

Recruiting

Appropriate outreach and positive recruitment activities are being undertaken. The Laboratory will continue to enlist the assistance and support of appropriate recruiting sources, including State Employment Development Department, vocational rehabilitation agencies or facilities, college disabled students' placement offices, educational/ training agencies, and organizations of or for individuals with a disability and covered veterans

Examples of the Laboratory's recruitment sources for individuals with a disability and covered veterans include: Deaf Self Help, The Center for Independent Living, San Francisco Rehabilitation Center, Rehabilitation Services of Northern California, Toolworks, San Francisco Vocational Center, and the Department of Rehabilitation. The Laboratory has joined with the Berkeley Veteran's Assistance Center, Swords to Plowshares (San Francisco), the EDD Disabled Veteran's Outreach Program (Berkeley), and other veterans' organizations in an effort to recruit veterans for positions.

Outreach recruitment efforts have resulted in direct contact with various agencies representing individuals with a disability, and covered veterans. Berkeley Lab Staffing Specialists coordinate recruitment efforts for individuals with disabilities and covered veterans to ensure that pre-employment problems in interviewing, accommodation issues, and job analyses and restructuring are adequately addressed.

Self Analysis, Internal Audit & Job Qualification Requirements

On an ongoing basis, as job requisitions are received, Human Resources Department staff reviews the physical and mental qualification requirements of each position to ensure that qualifications are job-related and are consistent with business necessity and the safe performance of the job. As required by the Americans with Disabilities Act, all job postings identify essential and marginal job requirements.

Update

This Affirmative Action Program shall be reviewed and updated annually. If there are any significant changes in procedures, rights or benefits as a result of the annual updating, those changes will be communicated to employees and applicants for employment.

Benefits

Employees who are covered veterans or who have disabilities receive the same benefits as other employees.

Data/Records

The Laboratory captures and can identify personnel actions of the disabled and covered veteran applicants and employees. The Laboratory maintains records of complaints involving employees with disabilities covered veterans for at least one year.

Audit and Reporting Systems

The Laboratory maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates and to respond to any specific complaints applicants or employees file with the Laboratory. Overall responsibility for the implementation of the Laboratory's equal employment opportunity programs and for affirmative action compliance activities is assigned to the Laboratory's AA/EEO Officer.

Employment records of individual personnel actions on qualified individuals with disabilities and covered veterans are maintained. The Records Team maintains all manual files on personnel actions. The Information System Group in HR maintains electronic files on personnel actions. Records of numbers of individuals with disabilities and covered veterans involved in personnel actions are maintained.

Personnel procedures are reviewed on a continuing basis to guarantee that present procedures assure careful, thorough and systematic consideration of the job qualifications of known applicants with disabilities and covered veteran applicants for job vacancies and training opportunities.

Employment practices are periodically reviewed by the Laboratory to determine whether affirmative action has been taken for employment and advancement of qualified individuals with disabilities and covered veterans. Problem areas are identified, and a determination is made as to whether any such patterns are caused by discriminatory practices. Review of employment requisitions and the role taken by Division Directors, hiring officials, employment representatives, and HR Generalists is conducted to ensure that actions are nondiscriminatory. Where the Laboratory finds the Laboratory finds the Affirmative Action Program to be deficient, the Laboratory undertakes necessary action to bring the Program into compliance.

Training and Educational Opportunities

Personnel involved in recruitment, screening, selection, promotion, disciplinary, and related processes are carefully selected and trained to ensure that the commitments in the Laboratory's Affirmative Action Program are implemented, as to the disabled and covered veterans.

Affirmative Action Program

Appendix A

Work Force Analysis
41 CFR 60-2.11(c)

NOTE: The ethnic categories as specified in the table below:

Appendix A	The OFCCP Regulations
Black	Black
Hisp	Hispanic
Asian	Asian or Pacific Islander
AmInd	American Indian or Alaskan Native

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Accelerator & Fusion Research

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Scientific Engr Assoc	D	24.81 - 37.24	4	2	1	1	0	0	0	0	3	1	0	2	0	0
Scientific Engr Assoc Sr	D	32.95 - 37.66	3	1	0	0	0	0	0	0	3	2	0	1	0	0
Administrative Specialist 4	B	34.14	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Writer/Editor II	B	35.13	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Physicist Scientist/Engr	C	38.65 - 43.10	9	1	1	1	0	0	0	0	8	7	0	0	1	0
Physicist Staff Sci/Engr	C	42.92 - 60.68	23	4	1	1	0	0	0	0	22	18	0	1	3	0
Materials Staff Scientist/Engr	C	48.77 - 49.02	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Physicist Sr Staff Sci/Engr	C	54.46 - 77.02	14	3	0	0	0	0	0	0	14	11	0	0	3	0
Management II	1	62.61	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Materials Sr Scientist/Engr	C	65.21	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Staff Scientist	C	66.38	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			60	12	4	4	0	0	0	0	56	44	0	4	8	0
% of Total				*20.00*	*6.67*	*6.67*	*.00*	*.00*	*.00*	*.00*	*93.33*	*73.33*	*.00*	*6.67*	*13.33*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Administrative Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Clerical Assistant II	A	14.47	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Administrative Assistant II	A	16.00 - 19.05	58	29	51	25	22	3	1	0	7	4	1	1	1	0
Administrative Assistant III	A	17.00 - 25.76	85	36	73	41	19	3	10	0	12	8	2	0	2	0
Admin Asst III (Confidential)	A	18.25 - 21.41	4	2	4	2	1	0	1	0	0	0	0	0	0	0
Finance/Budget Asst III	A	18.30 - 18.71	2	1	1	0	1	0	0	0	1	1	0	0	0	0
Purchasing Assistant III	A	18.38 - 20.68	16	7	11	7	3	1	0	0	5	2	1	1	0	1
Travel Assistant II	A	18.61 - 18.64	3	3	3	0	2	1	0	0	0	0	0	0	0	0
Travel Assistant III	A	20.46 - 20.96	3	3	3	0	1	1	1	0	0	0	0	0	0	0
Executive Assistant	A	20.91 - 24.77	13	5	12	7	3	1	1	0	1	1	0	0	0	0
Resources Analyst	B	21.68 - 27.10	5	3	4	1	0	1	2	0	1	1	0	0	0	0
Assistant Conference Planner	B	22.42 - 26.44	3	1	3	2	1	0	0	0	0	0	0	0	0	0
Administrator	B	22.61 - 26.42	10	2	10	8	1	1	0	0	0	0	0	0	0	0
Travel Specialist	B	23.29 - 32.08	4	0	4	4	0	0	0	0	0	0	0	0	0	0
Supervisor, Admin Scvs	B	23.45 - 27.33	21	8	21	13	3	2	3	0	0	0	0	0	0	0
Admin Services Trainee	B	24.25	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Executive Asst (Confidential)	A	24.63 - 25.39	3	2	2	0	1	1	0	0	1	1	0	0	0	0
Sr Resources Analyst	B	27.14 - 39.98	25	8	18	12	1	1	4	0	7	5	0	0	2	0
Sr Administrator	B	27.21 - 36.88	3	0	3	3	0	0	0	0	0	0	0	0	0	0
Sr Supervisor, Admin Scvs	B	27.38 - 35.56	6	1	5	4	1	0	0	0	1	1	0	0	0	0
Project Manager	D	27.65	1	0	0	0	0	0	0	0	1	1	0	0	0	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Administrative Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Administrative Manager	B	32.79 - 39.39	6	1	5	4	0	0	1	0	1	1	0	0	0	0
Principal Resources Analyst	B	33.09 - 45.05	16	6	14	9	0	0	5	0	2	1	0	0	1	0
Sr Conference Planner	B	35.19	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Program Manager	D	38.20	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Sr Administrative Manager	B	40.44 - 44.19	4	0	4	4	0	0	0	0	0	0	0	0	0	0
Mgr, Travel & Conferences	1	41.23	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Business Systems Specialist	1	43.56	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Business Manager	B	49.61 - 50.19	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Business Systems Manager	1	49.67	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			301	119	258	152	61	16	29	0	43	30	4	2	6	1
% of Total				*39.53*	*85.71*	*50.50*	*20.27*	*5.32*	*9.63*	*.00*	*14.29*	*9.97*	*1.33*	*.66*	*1.99*	*.33*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Advanced Light Source

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Material Specialist	7	19.30 - 26.68	3	1	0	0	0	0	0	0	3	2	0	1	0	0
Accelerator Operator	3	23.75 - 28.38	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Scientific Engr Assoc	D	25.10 - 36.18	9	1	2	2	0	0	0	0	7	6	0	1	0	0
Physicist Post Doc Fellow	C	25.90	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Accelerator Oper Principal	3	26.73 - 29.03	6	2	0	0	0	0	0	0	6	4	1	1	0	0
Technical Supervisor	D	31.65	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Administrator 4	B	33.21	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Scientific Engr Assoc Sr	D	33.77 - 37.52	2	1	1	0	0	0	1	0	1	1	0	0	0	0
Physicist Scientist/Engr	C	39.89 - 47.76	6	2	1	1	0	0	0	0	5	3	0	0	2	0
Writer/Editor III	B	43.15	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Staff Sci/Engr	C	43.68 - 59.43	11	2	0	0	0	0	0	0	11	9	1	0	1	0
Computer Systems Engr III	D	43.85	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Program Manager	D	48.88	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Sr Staff Sci/Engr	C	61.28 - 77.28	6	0	0	0	0	0	0	0	6	6	0	0	0	0
Management II	1	62.65	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			53	10	5	4	0	0	1	0	48	39	3	3	3	0
% of Total				*18.87*	*9.43*	*7.55*	*.00*	*.00*	*1.89*	*.00*	*90.57*	*73.58*	*5.66*	*5.66*	*5.66*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Chemical Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Chemist Scientist/Engr	C	30.49	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Chemist Staff Scientist/Engr	C	34.62 - 60.53	6	2	0	0	0	0	0	0	6	4	0	0	2	0
Research Assoc Principal	D	38.01	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Chemist Sr Staff Sci/Engr	C	57.62 - 72.39	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Physicist Sr Staff Sci/Engr	C	59.16 - 59.75	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Department Total			13	2	1	1	0	0	0	0	12	10	0	0	2	0
% of Total				*15.38*	*7.69*	*7.69*	*.00*	*.00*	*.00*	*.00*	*92.31*	*76.92*	*.00*	*.00*	*15.38*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Computing Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Administrative Specialist 3	B	25.00 - 30.14	2	1	1	0	0	0	1	0	1	1	0	0	0	0
Computer Sci Post Doc Fellow	C	33.66	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Administrative Specialist 4	B	34.36	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Writer/Editor III	B	38.74	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Administrative Specialist 5	B	46.30	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Senior Scientist	C	56.05	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Math/Statistician Staff Sci/En	C	58.07	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Staff Scientist	C	62.31	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Biologist Staff Scientist/Engr	C	69.23	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			10	3	1	0	0	0	1	0	9	7	0	0	2	0
% of Total				*30.00*	*10.00*	*.00*	*.00*	*.00*	*10.00*	*.00*	*90.00*	*70.00*	*.00*	*.00*	*20.00*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Earth Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Research Technician	3	16.73	1	1	1	0	0	1	0	0	0	0	0	0	0	0
Research Assoc	D	18.17 - 20.46	2	1	2	1	0	1	0	0	0	0	0	0	0	0
Research Technician Sr	3	19.80 - 22.44	2	1	2	1	0	1	0	0	0	0	0	0	0	0
Research Technician Princ	3	20.60 - 22.96	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Research Assoc Sr	D	23.61 - 28.74	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Technical Illustrator III	3	24.39 - 25.21	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Computer Systems Engr I	D	24.46	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Graphic Arts Technician Sr	3	24.49	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Administrative Specialist 3	B	26.96	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Scientific Engr Assoc	D	28.26 - 34.33	5	2	2	1	0	0	1	0	3	2	0	1	0	0
Research Assoc Principal	D	29.22 - 38.47	8	2	1	1	0	0	0	0	7	5	1	0	1	0
Technical Supervisor	D	29.40	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Research Assoc Staff	D	29.42 - 42.83	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Tech Editor and Writer IV	B	32.76	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Engr III	D	33.52	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Mechanical Engineer 3	D	36.35	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Geological Scientist	C	36.68 - 50.32	28	14	3	3	0	0	0	0	25	11	1	0	13	0
Scientific Engr Assoc Sr	D	39.65 - 40.85	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer	C	41.56	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Geological Staff Scientist	C	41.60 - 78.64	26	6	2	1	0	0	1	0	24	19	0	0	5	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Earth Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Geological Engineer	C	42.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Administrative Specialist 5	B	43.22	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Regulatory Compl Eng/Spec 4	D	44.06	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Chemist Staff Scientist/Engr	C	45.96 - 55.32	3	1	1	0	0	0	1	0	2	2	0	0	0	0
Program Manager	D	46.42	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Geological Sr Scientist	C	48.58 - 72.27	6	3	1	0	0	0	1	0	5	3	0	0	2	0
Chemist Sr Staff Sci/Engr	C	54.85	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			108	34	24	17	0	3	4	0	84	57	2	1	24	0
% of Total				*31.48*	*22.22*	*15.74*	*.00*	*2.78*	*3.70*	*.00*	*77.78*	*52.78*	*1.85*	*.93*	*22.22*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Engineering

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Mech Engr Machinist Asst I	6	16.94 - 22.00	3	1	0	0	0	0	0	0	3	2	1	0	0	0
Document Control Coordinator 3	3	17.19	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Mechanical Engr Tech I	3	19.30 - 21.94	6	1	0	0	0	0	0	0	6	5	0	0	1	0
Electronics Engr TechnologistI	3	19.60 - 22.91	5	3	2	1	0	0	1	0	3	1	1	1	0	0
Computing Technician Sr	3	20.18	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Research Technician Princ	3	21.79	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engr Tech II	3	22.53 - 26.50	20	2	1	1	0	0	0	0	19	17	1	0	1	0
Mechanical Engr Tech III	3	22.76 - 31.49	35	6	0	0	0	0	0	0	35	29	0	3	3	0
Electronics Egr TechnologistII	3	23.60 - 26.72	22	5	1	1	0	0	0	0	21	16	2	0	3	0
Technical Coordinator Asst	3	23.72	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engr Machinist II	6	23.84 - 24.04	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Painter	6	25.24	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engr Machinist III	6	25.32 - 33.54	23	6	0	0	0	0	0	0	23	17	1	2	3	0
Administrative Specialist 3	B	25.44	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Design/Drafter II	3	25.76 - 26.83	2	2	1	0	0	0	1	0	1	0	0	0	1	0
Welder	6	26.54	4	1	0	0	0	0	0	0	4	3	1	0	0	0
Electronic Engineer 1	D	26.54 - 32.02	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Physicist Post Doc Fellow	C	26.67	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer 2	D	27.12 - 38.79	10	1	1	1	0	0	0	0	9	8	0	0	1	0
Electronics Engr Assoc	D	27.25 - 34.02	15	1	2	2	0	0	0	0	13	12	0	0	1	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Engineering

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Tech Coordinator Sr Asst	3	27.53 - 29.30	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Comp Systems Engr I Trainee	D	27.62	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Electronics Eg TechnologistIII	3	27.70 - 30.48	11	4	2	1	0	0	1	0	9	6	0	1	2	0
Designer III	3	28.31 - 32.79	5	4	0	0	0	0	0	0	5	1	1	1	2	0
Scientific Engr Assoc	D	28.48 - 35.26	4	1	2	1	0	0	1	0	2	2	0	0	0	0
Welder Lead	6	28.53	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Sheet Metal Worker	6	28.54	5	1	0	0	0	0	0	0	5	4	0	1	0	0
Computer Systems Engr I	D	28.71	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Lead Technologist	3	30.25 - 33.52	8	3	0	0	0	0	0	0	8	5	0	1	2	0
Sheet Metal Worker Lead	6	30.67	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Mechanical Engr Assoc	D	30.74 - 36.22	33	2	0	0	0	0	0	0	33	31	1	0	1	0
Computer Systems Engr II	D	31.73 - 43.79	10	4	3	2	1	0	0	0	7	4	1	1	1	0
Electronic Engineer 2	D	32.57 - 39.91	5	2	0	0	0	0	0	0	5	3	1	1	0	0
Technical Supervisor	D	33.70 - 38.30	10	1	0	0	0	0	0	0	10	9	0	1	0	0
Electronics Engr Assoc Sr	D	34.24 - 42.63	12	0	0	0	0	0	0	0	12	12	0	0	0	0
Mechanical Engr Assoc Sr	D	34.97 - 41.50	10	0	0	0	0	0	0	0	10	10	0	0	0	0
Mechanical Engineer 3	D	36.43 - 39.30	10	5	2	2	0	0	0	0	8	3	0	0	5	0
Technical Superintendent	D	37.02 - 39.12	2	1	0	0	0	0	0	0	2	1	0	1	0	0
Electronic Engineer 3	D	37.12 - 45.41	11	1	0	0	0	0	0	0	11	10	0	0	1	0
Physicist Scientist/Engr	C	39.18	1	0	0	0	0	0	0	0	1	1	0	0	0	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Engineering

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Systems Engineer 3	D	40.96	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Materials Scientist/Engr	C	41.08 - 47.68	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Scientific Engr Assoc Sr	D	42.25	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer 4	D	44.28 - 51.39	18	2	1	1	0	0	0	0	17	15	0	0	2	0
Computer Systems Engr III	D	44.37 - 53.03	15	2	2	2	0	0	0	0	13	11	1	0	1	0
IC Design Engineer 3	D	44.75 - 45.49	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Electronic Engineer 4	D	44.83 - 54.52	14	1	0	0	0	0	0	0	14	13	0	0	1	0
Technical Manager	D	45.00 - 50.02	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Systems Engineer 4	D	45.68	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Physicist Staff Sci/Engr	C	48.77 - 56.07	4	1	0	0	0	0	0	0	4	3	0	0	1	0
IC Design Engineer 4	D	50.78 - 52.33	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Materials Staff Scientist/Engr	C	50.98 - 60.61	3	0	1	1	0	0	0	0	2	2	0	0	0	0
IC Design Engineer 5	D	51.49	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer 5	D	52.33 - 58.71	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Program Manager	D	52.89	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Electronic Engineer 5	D	54.47	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Engineering Management 1	1	56.06 - 64.48	6	0	0	0	0	0	0	0	6	6	0	0	0	0
Chemist Sr Staff Sci/Engr	C	56.12	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Management II	1	56.13	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Electronic Engineer 6	D	56.38	1	0	0	0	0	0	0	0	1	1	0	0	0	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Engineering

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Materials Sr Scientist/Engr	C	57.01 - 60.58	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Physicist Sr Staff Sci/Engr	C	59.27	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Engr IV	D	59.86 - 60.36	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Mechanical Engineer 6	D	60.32	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Engineering Management 2	1	62.50 - 71.01	6	1	0	0	0	0	0	0	6	5	0	0	1	0
Systems Engineer 6	D	62.97	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			400	72	24	18	1	0	5	0	376	310	13	15	38	0
% of Total				*18.00*	*6.00*	*4.50*	*.25*	*.00*	*1.25*	*.00*	*94.00*	*77.50*	*3.25*	*3.75*	*9.50*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Environment, Health & Safety

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Dispatcher Emergency Comm	A	17.50	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Health/Safety Tech Sr	3	20.00 - 21.98	5	2	0	0	0	0	0	0	5	3	0	0	2	0
Firefighter	9	20.21 - 22.86	12	4	1	1	0	0	0	0	11	7	2	1	0	1
Administrative Specialist 2	B	20.63	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Health/Safety Tech Principal	3	22.00 - 26.49	5	3	0	0	0	0	0	0	5	2	2	0	1	0
Fire Captain	9	25.24 - 26.52	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Health/Safety Tech Specialist	3	27.00 - 28.79	4	3	2	0	2	0	0	0	2	1	0	0	1	0
Medical Laboratory Tech I	3	28.44	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Administrative Specialist 3	B	28.62 - 30.89	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Administrative Specialist 4	B	28.74 - 34.67	3	1	3	2	0	0	1	0	0	0	0	0	0	0
Scientific Engr Assoc	D	29.05 - 34.99	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Waste Mgmt Professional 2	D	29.78	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Occupational Health Nurses II	3	30.35	1	0	1	1	0	0	0	0	0	0	0	0	0	0
EH&S Associate	D	30.45 - 32.05	6	2	0	0	0	0	0	0	6	4	1	0	1	0
Fire Protection Engineer 3	D	31.37	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Health Physicist 3	D	32.41 - 38.83	5	0	1	1	0	0	0	0	4	4	0	0	0	0
EH&S Associate, Senior	D	33.16	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Waste Mgmt Professional 3	D	33.31 - 38.83	11	4	6	5	0	0	1	0	5	2	2	0	1	0
Radiochemist 3	D	35.29 - 40.28	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Occupational Health Nurse 4	D	36.11 - 40.24	2	0	2	2	0	0	0	0	0	0	0	0	0	0

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Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Environment, Health & Safety

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Safety Engineer/Specialist 3	D	36.19 - 42.87	4	1	2	2	0	0	0	0	2	1	0	0	1	0
Regulatory Compl Eng/Spec 3	D	37.02 - 39.44	2	2	1	0	1	0	0	0	1	0	0	1	0	0
Safety Engineer/Specialist 4	D	37.68 - 53.00	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Administrator 5	B	38.46	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Industial Hygienist 4	D	40.43 - 47.78	5	1	1	1	0	0	0	0	4	3	0	0	1	0
Health Physicist 4	D	41.55	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Waste Mgmt Professional 4	D	42.69	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Regulatory Compl Eng/Spec 4	D	43.64	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Radiochemist 4	D	44.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
EH&S Manager 1	1	45.95 - 49.14	6	0	2	2	0	0	0	0	4	4	0	0	0	0
Sr EH&S Professional	D	47.42 - 51.31	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Air Quality Engineer 4	D	48.32 - 49.67	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Fire Protection Engineer 4	D	48.64	1	1	0	0	0	0	0	0	1	0	0	0	1	0
EH&S Manager 2	1	55.97 - 59.21	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Occupational Med Physician	D	61.38	1	0	1	1	0	0	0	0	0	0	0	0	0	0
EH&S Manager 3	1	68.79 - 79.14	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Department Total			109	28	32	27	3	0	2	0	77	54	8	2	12	1
% of Total				*25.69*	*29.36*	*24.77*	*2.75*	*.00*	*1.83*	*.00*	*70.64*	*49.54*	*7.34*	*1.83*	*11.01*	*.92*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Environmental Energy Tech

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Research Technician Sr	3	18.97 - 22.36	2	1	2	1	0	1	0	0	0	0	0	0	0	0
Research Assoc	D	19.33 - 23.98	5	0	4	4	0	0	0	0	1	1	0	0	0	0
Graphic Arts Technician Sr	3	21.06	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Comp Systems Engr I Trainee	D	23.47	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Research Assoc Sr	D	24.86 - 30.28	18	6	9	7	0	0	2	0	9	5	1	1	2	0
Writer/Editor II	B	25.20 - 29.48	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Mechanical Engr Post Doc Fell	C	26.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Engr I	D	26.05 - 28.11	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Technical Supervisor	D	29.01	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Project Manager	D	30.14 - 35.78	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Research Assoc Principal	D	30.18 - 37.45	26	5	10	9	1	0	0	0	16	12	0	0	3	1
Scientific Engr Assoc	D	30.69 - 35.26	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Computer Systems Engr II	D	31.34 - 37.95	10	4	2	2	0	0	0	0	8	4	0	1	3	0
Research Assoc Staff	D	33.63 - 39.32	17	0	3	3	0	0	0	0	14	14	0	0	0	0
Energy/Env Policy An Sci/Eng	C	36.52 - 49.62	7	3	1	1	0	0	0	0	6	3	1	0	2	0
Writer/Editor III	B	36.92	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Energy/Env Policy An St Sci/En	C	36.99 - 68.07	19	2	1	1	0	0	0	0	18	16	0	0	2	0
Facil Project Manager I	D	37.07	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Mechanical Engineer	C	37.17 - 44.24	7	3	0	0	0	0	0	0	7	4	0	0	3	0
Chemical Engineer	C	37.30 - 44.48	2	0	1	1	0	0	0	0	1	1	0	0	0	0

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Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Environmental Energy Tech

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Scientific Engr Assoc Sr	D	38.13 - 40.00	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Chemist Scientist/Engr	C	38.48 - 46.73	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Physicist Scientist/Engr	C	38.61 - 43.62	5	1	1	1	0	0	0	0	4	3	0	0	1	0
Facil Project Manager II	D	40.88 - 46.83	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Math/Statistician Sci/Engr	C	41.41	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Systems Engr III	D	41.43	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Staff Sci/Engr	C	41.46 - 66.92	11	0	0	0	0	0	0	0	11	11	0	0	0	0
Chemical Staff Engineer	C	41.69 - 59.09	3	1	1	1	0	0	0	0	2	1	0	0	1	0
Chemist Staff Scientist/Engr	C	42.35 - 59.16	7	0	1	1	0	0	0	0	6	6	0	0	0	0
Mechanical Staff Engineer	C	43.00 - 63.46	6	1	0	0	0	0	0	0	6	5	0	0	1	0
Materials Scientist/Engr	C	44.68	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Architect Scientist/Engr	C	45.28 - 46.27	2	1	1	0	0	0	1	0	1	1	0	0	0	0
Biologist Staff Scientist/Engr	C	46.92	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Architect Staff Sci/Engr	C	47.20 - 69.81	5	0	0	0	0	0	0	0	5	5	0	0	0	0
Management I	1	47.95	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Facil Project Manager Chief	D	48.57 - 51.21	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Program Manager	D	52.11	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Chemist Sr Staff Sci/Engr	C	53.61 - 67.38	3	1	1	1	0	0	0	0	2	1	0	0	1	0
Physicist Sr Staff Sci/Engr	C	56.00 - 60.93	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Mechanical Sr Engineer	C	61.63 - 63.47	2	1	0	0	0	0	0	0	2	1	0	0	1	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Environmental Energy Tech

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Energy/Env Policy An Sr Sci/En	C	64.00	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Department Total			190	36	49	44	1	1	3	0	141	110	3	2	25	1
% of Total				*18.95*	*25.79*	*23.16*	*.53*	*.53*	*1.58*	*.00*	*74.21*	*57.89*	*1.58*	*1.05*	*13.16*	*.53*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Facilities

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Custodian	9	13.56 - 16.75	29	23	9	3	2	2	2	0	20	3	5	9	3	0
Material Handler 3	A	15.07 - 17.93	9	7	2	2	0	0	0	0	7	0	2	3	0	2
Bus Driver	9	15.08 - 16.28	13	12	4	1	3	0	0	0	9	0	9	0	0	0
Custodian Sr	9	15.33 - 17.80	5	3	2	1	0	1	0	0	3	1	1	1	0	0
Truck Driver Light	7	17.09 - 18.57	6	1	1	1	0	0	0	0	5	4	1	0	0	0
Laborer, Senior	7	18.36 - 21.46	4	3	0	0	0	0	0	0	4	1	1	1	1	0
Garage Attendant	7	18.38	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Plant Assistant II	7	18.62 - 19.38	4	3	0	0	0	0	0	0	4	1	2	0	1	0
Bus Driver Lead	9	18.81 - 20.66	2	1	1	0	1	0	0	0	1	1	0	0	0	0
Material Specialist	7	20.54 - 21.14	4	1	0	0	0	0	0	0	4	3	0	1	0	0
Truck Driver	7	21.13	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Material Specialist - N/E	7	21.62	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Truck Driver Lead	7	23.34 - 26.10	2	1	0	0	0	0	0	0	2	1	1	0	0	0
Electronics Egr TechnologistII	3	24.05 - 26.86	2	1	0	0	0	0	0	0	2	1	0	1	0	0
Plant Maintenance Tech Princ	6	24.39	16	5	0	0	0	0	0	0	16	11	2	1	2	0
Rigger	6	24.90	4	2	0	0	0	0	0	0	4	2	1	1	0	0
Painter	6	25.24	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Laborer Specialist	7	25.30	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Plant/Facil Engr Assoc	D	25.38 - 35.45	8	3	2	2	0	0	0	0	6	3	1	0	2	0
Designer III	3	25.47 - 31.39	4	2	1	1	0	0	0	0	3	1	1	0	1	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Facilities

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Carpenter	6	26.00	14	5	0	0	0	0	0	0	14	9	3	2	0	0
Plant Maintenance Tech Spec	6	26.02	2	1	0	0	0	0	0	0	2	1	0	0	0	1
Painter Lead	6	27.12	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Budget Analyst II	B	27.23	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Administrative Specialist 3	B	27.92	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Carpenter Lead	6	27.95	4	1	0	0	0	0	0	0	4	3	0	0	0	1
Plant Maintenance Tech Lead	6	27.97	5	2	0	0	0	0	0	0	5	3	1	1	0	0
Computer Systems Engr I	D	28.15	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Electrician	6	28.25	14	6	2	1	1	0	0	0	12	7	2	2	1	0
Plumber/Fitter	6	28.25	5	1	0	0	0	0	0	0	5	4	0	0	1	0
Air Cond/Refrig Mech	6	28.84	5	0	0	0	0	0	0	0	5	5	0	0	0	0
Electronics Eg TechnologistIII	3	28.94	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Planner Estimator	6	29.67	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Facilities Planner I	D	29.88 - 31.93	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Electrician Lead	6	30.38	3	1	0	0	0	0	0	0	3	2	0	1	0	0
Technical Supervisor	D	31.67 - 37.53	9	4	1	1	0	0	0	0	8	4	2	2	0	0
Facil Energy Mgmt Engr I	D	36.05	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Facilities Planner II	D	36.61 - 41.45	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Plant/Facil Engr Assoc Sr	D	36.89 - 39.46	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Technical Superintendent	D	37.67 - 40.93	8	1	0	0	0	0	0	0	8	7	1	0	0	0

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Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Facilities

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Facilities Estimator I	D	38.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Administrative Specialist 5	B	38.77	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Facilities Architect II	D	38.97 - 42.98	4	1	1	1	0	0	0	0	3	2	0	0	1	0
Facil Electrical Engr II	D	39.89 - 42.06	4	1	1	1	0	0	0	0	3	2	0	0	1	0
Facil Civil/Structural Engr II	D	41.42 - 42.03	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Facil Energy Mgmt Engr II	D	41.65 - 45.89	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Facil Mechanical Engr II	D	42.09 - 42.23	3	3	0	0	0	0	0	0	3	0	0	0	3	0
Facil Project Manager II	D	42.40 - 47.05	5	1	0	0	0	0	0	0	5	4	0	1	0	0
Technical Manager	D	45.66 - 50.77	3	1	0	0	0	0	0	0	3	2	0	1	0	0
Facilities Estimator II	D	47.37	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Management I	1	47.80	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Facil Civil/Struct Engr Chief	D	48.17	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Facilities Architect Chief	D	48.55	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Facilities Planner Chief	D	49.64	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Facil Mechanical Engr Chief	D	49.76	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Facil Electrical Engr Chief	D	50.39	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Facil Project Manager Chief	D	50.48	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Management II	1	52.15 - 60.87	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Department Total			242	107	33	20	7	3	3	0	209	115	37	31	22	4
% of Total				*44.21*	*13.64*	*8.26*	*2.89*	*1.24*	*1.24*	*.00*	*86.36*	*47.52*	*15.29*	*12.81*	*9.09*	*1.65*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Financial Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Finance/Budget Asst II	A	16.83 - 18.20	4	3	4	1	3	0	0	0	0	0	0	0	0	0
Purchasing Assistant II	A	17.04 - 18.61	3	3	2	0	2	0	0	0	1	0	0	0	1	0
Finance/Budget Asst III	A	19.33 - 21.16	4	3	4	1	2	1	0	0	0	0	0	0	0	0
Purchasing Assistant III	A	19.69 - 21.40	3	2	3	1	0	0	2	0	0	0	0	0	0	0
Associate Accountant	B	22.90	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Subcontracts Administrator	B	23.08 - 26.63	3	1	3	2	0	0	1	0	0	0	0	0	0	0
Accountant	B	23.23 - 25.86	5	3	3	0	1	1	1	0	2	2	0	0	0	0
Assoc Subcontracts Admin	B	25.25	1	1	1	0	0	0	0	1	0	0	0	0	0	0
Sr Subcontracts Administrator	B	28.94 - 33.81	7	3	4	1	1	1	1	0	3	3	0	0	0	0
Senior Accountant	B	28.94 - 40.43	2	2	1	0	1	0	0	0	1	0	0	0	1	0
Pr Contracts Officer	B	32.48 - 38.56	4	1	3	2	0	0	1	0	1	1	0	0	0	0
Sr Financial Analyst	B	32.97 - 35.66	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Principal Accountant	B	33.91 - 45.46	4	2	2	0	0	0	2	0	2	2	0	0	0	0
Pr Subcontracts Administrator	B	34.88 - 40.38	6	3	3	2	0	1	0	0	3	1	1	0	1	0
Principal Financial Analyst	B	36.27 - 43.21	5	1	2	2	0	0	0	0	3	2	1	0	0	0
Manager, Disbursements	1	42.84	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Manager, Subcontracts	1	43.37 - 53.83	3	1	2	1	1	0	0	0	1	1	0	0	0	0
Manager, Contracts	1	43.72	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Manager, Financial Analysis	1	47.60	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Sr Manager, Financial Services	1	53.22	1	0	1	1	0	0	0	0	0	0	0	0	0	0

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Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Financial Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Sr Mgr, Sponsored Proj Office	1	55.56	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			62	31	42	17	12	4	8	1	20	14	2	0	4	0
% of Total				*50.00*	*67.74*	*27.42*	*19.35*	*6.45*	*12.90*	*1.61*	*32.26*	*22.58*	*3.23*	*.00*	*6.45*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Genomics Division

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Research Technician	3	14.38 - 15.70	4	2	3	2	0	1	0	0	1	0	0	1	0	0
Technical Assistant 2	3	15.15	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Sequencing Specialist	D	17.15 - 17.80	4	2	3	1	0	1	1	0	1	1	0	0	0	0
Research Technician Sr	3	17.83 - 18.84	7	4	5	2	2	0	1	0	2	1	1	0	0	0
Research Assoc	D	18.57 - 19.59	7	2	3	2	0	0	1	0	4	3	0	0	1	0
Laborer, Senior	7	21.09	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Research Assoc Sr	D	21.69 - 26.07	8	4	5	2	0	0	2	1	3	2	0	1	0	0
Material Specialist	7	21.92	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Supervisor - Sequencing	D	26.11 - 27.06	3	1	2	2	0	0	0	0	1	0	0	0	1	0
Computer Systems Engr I	D	28.27 - 29.42	2	2	1	0	0	0	1	0	1	0	0	1	0	0
Administrative Specialist 3	B	29.39	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Biologist Scientist/Engr	C	30.00 - 36.05	4	1	3	2	0	1	0	0	1	1	0	0	0	0
Plant/Facil Engr Assoc	D	32.05	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Systems Engr II	D	32.10 - 39.13	7	4	4	2	0	0	2	0	3	1	0	0	2	0
Biologist Staff Scientist/Engr	C	52.83	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Chemist Staff Scientist/Engr	C	67.33	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			53	23	31	17	2	3	8	1	22	13	1	4	4	0
% of Total				*43.40*	*58.49*	*32.08*	*3.77*	*5.66*	*15.09*	*1.89*	*41.51*	*24.53*	*1.89*	*7.55*	*7.55*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Human Resources

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Human Resources Asst III	A	17.54 - 22.91	23	16	19	7	6	2	4	0	4	0	1	1	2	0
Human Resources Asst II	A	18.29	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Payroll Assistant III	A	20.56	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Payroll Asst III (Confidential	A	21.12	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Associate HR Generalist	B	22.36	1	0	1	1	0	0	0	0	0	0	0	0	0	0
HR Generalist	B	24.65 - 26.31	3	1	3	2	1	0	0	0	0	0	0	0	0	0
Recruiter	B	24.84 - 26.93	4	3	2	0	0	0	2	0	2	1	0	0	1	0
Payroll Specialist	B	25.01	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Senior HR Generalist	B	28.85 - 32.60	9	5	9	4	3	1	1	0	0	0	0	0	0	0
Senior HRIS Analyst	B	29.16 - 30.43	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Senior Compensation Analyst	B	33.46	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Principal HR Generalist	B	35.05 - 36.06	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Policies Analyst	B	36.03	1	0	1	1	0	0	0	0	0	0	0	0	0	0
IRSO Supervisor	B	36.17	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Benefits Supervisor	1	37.53	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Payroll Supervisor	1	37.53	1	0	0	0	0	0	0	0	1	1	0	0	0	0
LER Consultant	B	37.53 - 38.54	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Human Resources Management 1	1	38.57 - 41.42	7	1	7	6	0	0	1	0	0	0	0	0	0	0
Principal Compensation Analyst	B	38.80	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Human Resources Management 2	1	49.44 - 53.22	3	0	1	1	0	0	0	0	2	2	0	0	0	0

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Human Resources

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Department Total			67	31	54	30	12	3	9	0	13	6	1	2	4	0
% of Total				*46.27*	*80.60*	*44.78*	*17.91*	*4.48*	*13.43*	*.00*	*19.40*	*8.96*	*1.49*	*2.99*	*5.97*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Info. Technologies & Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Duplication/Bindery Oprtr 2	3	17.30	1	1	1	0	0	0	0	1	0	0	0	0	0	0
Administrative Assistant II	A	18.61	2	2	2	0	0	1	1	0	0	0	0	0	0	0
Administrative Assistant III	A	19.75 - 22.15	3	3	3	0	1	1	1	0	0	0	0	0	0	0
Duplication/Bindery Oprtr 3	3	20.21	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Administrative Specialist 2	B	21.06 - 23.08	3	0	3	3	0	0	0	0	0	0	0	0	0	0
Photographic Specialist II	3	21.92	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Technical Illustrator II	3	22.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Technical Coordinator Asst	3	24.71	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Tech Info Specialist II	B	25.10	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Graphic Arts Technician Princ	3	25.13 - 26.10	2	1	2	1	0	1	0	0	0	0	0	0	0	0
Computer Systems Engr I	D	25.50 - 33.26	18	10	9	4	2	1	2	0	9	4	2	1	2	0
Administrative Specialist 3	B	25.67	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Writer/Editor II	B	25.96 - 34.30	7	2	4	2	0	0	2	0	3	3	0	0	0	0
Electronics Egr TechnologistII	3	26.00	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Tech Info Specialist III	B	26.25 - 28.67	2	1	2	1	1	0	0	0	0	0	0	0	0	0
Technical Illustrator III	3	26.68	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Photographic Specialist IV	3	27.00 - 31.88	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Electronics Eg TechnologistIII	3	28.80 - 29.50	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Digital Computer Oper Spec	3	29.50	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Technical Illustrator IV	3	29.59 - 31.93	2	1	1	1	0	0	0	0	1	0	0	1	0	0

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Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Info. Technologies & Services

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Administrative Specialist 4	B	30.58 - 32.60	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Computer Systems Engr II	D	30.58 - 44.28	37	13	9	6	0	2	1	0	28	18	3	1	6	0
Writer/Editor III	B	33.75	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Technical Supervisor	D	34.33 - 38.88	3	0	3	3	0	0	0	0	0	0	0	0	0	0
Computer Systems Engr III	D	40.67 - 54.55	54	17	11	7	1	1	2	0	43	30	4	0	8	1
Tech Info Specialist V	B	42.78	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Systems Engr IV	D	53.65 - 68.65	31	5	5	4	0	0	1	0	26	22	0	0	4	0
Computer Staff Scientist	C	54.81	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Management II	1	66.26	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Systems Manager II	1	69.09 - 72.55	2	1	2	1	1	0	0	0	0	0	0	0	0	0
Computer Systems Manager III	1	79.36 - 86.25	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Department Total			188	61	66	41	6	7	11	1	122	86	9	5	21	1
% of Total				*32.45*	*35.11*	*21.81*	*3.19*	*3.72*	*5.85*	*.53*	*64.89*	*45.74*	*4.79*	*2.66*	*11.17*	*.53*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Laboratory Directorate

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Administrative Assistant III	A	18.51 - 21.23	4	3	4	1	2	0	1	0	0	0	0	0	0	0
Administrative Specialist 2	B	20.19 - 23.75	3	2	3	1	0	1	1	0	0	0	0	0	0	0
Administrative Specialist 3	B	23.08	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Computer Systems Engr I	D	24.08	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Writer/Editor II	B	30.73 - 31.68	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Administrative Specialist 4	B	31.62	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Educational Program Admin	B	34.36	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Writer/Editor III	B	37.14 - 44.61	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Administrative Specialist 5	B	40.40 - 42.52	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Patent Advisor II	B	46.62	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Management I	1	52.04 - 53.88	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Patent Advisor III	B	52.66 - 56.61	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Program Manager	D	53.65	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Program Manager Sr.	1	53.86 - 59.11	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Pgm Mgt E/S Staff Sci 3	C	54.31	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Management II	1	58.99 - 64.27	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Biochemist Sr Staff Sci/Engr	C	69.21	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Division Director	1	73.17 - 99.95	8	0	0	0	0	0	0	0	8	8	0	0	0	0
Management III	1	79.33	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biologist Senior Sci/Engr	C	98.31	1	0	0	0	0	0	0	0	1	1	0	0	0	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Laboratory Directorate

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Associate Laboratory Director	1	108.17 - 120.20	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Deputy Director	1	125.00 - 134.62	2	1	1	1	0	0	0	0	1	0	0	1	0	0
Laboratory Director	1	149.04	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			48	7	21	15	2	1	3	0	27	26	0	1	0	0
% of Total				*14.58*	*43.75*	*31.25*	*4.17*	*2.08*	*6.25*	*.00*	*56.25*	*54.17*	*.00*	*2.08*	*.00*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Life Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Technical Assistant 1	3	11.30 - 12.84	2	2	2	0	0	0	2	0	0	0	0	0	0	0
Technical Assistant 2	3	12.14 - 15.82	6	6	3	0	0	0	2	1	3	0	2	0	1	0
Animal Technician 1	3	14.47 - 15.54	2	2	0	0	0	0	0	0	2	0	1	1	0	0
Research Technician	3	16.13 - 16.80	2	2	2	0	0	1	1	0	0	0	0	0	0	0
Biophysicist Post Doc Fellow	C	16.25 - 19.39	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Computing Technician Sr	3	17.14	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Animal Technician 2	3	17.33	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Geneticist Post Doc. Fellow	C	17.60	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Physiologist Post Doc Fellow	C	17.60 - 18.50	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Biologist Post Doc Fellow	C	17.60 - 20.28	6	3	3	1	0	0	2	0	3	2	0	0	1	0
Research Assoc	D	17.60 - 24.12	32	22	19	6	1	0	12	0	13	4	2	1	6	0
Biophysicist Scientist/Engr	C	20.19 - 39.66	10	4	3	1	0	0	2	0	7	5	0	0	2	0
Biochemist Post Doc Fellow	C	20.28	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Chemist Post Doc Fellow	C	20.69	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Mechanical Engr Tech I	3	21.44	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Research Assoc Sr	D	21.78 - 30.08	20	10	14	6	1	0	7	0	6	4	0	0	2	0
Computer Systems Engr II	D	21.96 - 37.06	6	1	0	0	0	0	0	0	6	5	0	0	1	0
Comp Systems Engr I Trainee	D	22.30	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Biologist Scientist/Engr	C	23.08 - 41.16	14	6	5	2	0	0	3	0	9	6	0	0	3	0
Animal Technician 3	3	24.62	1	1	0	0	0	0	0	0	1	0	1	0	0	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Life Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Scientific Engr Assoc	D	25.31	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Computer Systems Engr I	D	25.38	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Supervisor - Sequencing	D	25.58 - 27.08	3	2	1	0	0	0	1	0	2	1	0	0	1	0
Biochemist Scientist/Engineer	C	26.22 - 40.94	14	6	6	3	1	0	2	0	8	5	0	0	3	0
Administrative Specialist 3	B	26.31	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Chemist Scientist/Engr	C	27.69 - 33.31	4	2	1	0	0	0	1	0	3	2	0	0	1	0
Physicist Scientist/Engr	C	27.73 - 39.38	4	0	1	1	0	0	0	0	3	3	0	0	0	0
Technical Supervisor	D	27.77	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Physiologist Sci/Engr	C	28.27	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Research Assoc Principal	D	30.29 - 35.94	8	1	3	3	0	0	0	0	5	4	0	0	1	0
Biochemist Staff Sci/Engr	C	32.09 - 55.51	11	1	6	6	0	0	0	0	5	4	0	0	1	0
Administrative Specialist 4	B	33.45	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Research Assoc Staff	D	33.46 - 42.82	2	1	2	1	0	0	1	0	0	0	0	0	0	0
Computer Scientist	C	33.92 - 40.88	5	1	0	0	0	0	0	0	5	4	0	0	1	0
Electronic Engineer	C	34.62	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Staff Sci/Engr	C	35.07 - 42.03	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Biophysicist Staff Sci/Engr	C	35.71 - 63.95	6	0	2	2	0	0	0	0	4	4	0	0	0	0
Computer Systems Engr III	D	39.31 - 44.90	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Biologist Staff Scientist/Engr	C	40.21 - 59.39	11	5	4	1	0	0	3	0	7	5	0	0	2	0
Chemist Staff Scientist/Engr	C	40.33 - 50.12	2	0	0	0	0	0	0	0	2	2	0	0	0	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Life Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Research Clinic Lab Tech Chief	D	40.38	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Biologist Division Fellow	C	43.60	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Medical Staff Scientist	C	46.89	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Biophysicist Division Fellow	C	48.50	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biophysicist Sr Staff Sci/Engr	C	50.39 - 69.69	5	2	2	2	0	0	0	0	3	1	0	0	2	0
Math/Statistician Sr Sci/Engr	C	51.31	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Physicist Sr Staff Sci/Engr	C	52.90 - 68.93	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Biologist Senior Sci/Engr	C	53.08 - 68.07	3	2	2	1	0	0	1	0	1	0	0	0	1	0
Program Manager Sr.	1	54.81	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Math/Statistician Staff Sci/En	C	58.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biochemist Sr Staff Sci/Engr	C	59.84 - 63.21	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Medical Senior Scientist	C	91.53	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			218	88	96	49	3	1	42	1	122	81	6	2	33	0
% of Total				*40.37*	*44.04*	*22.48*	*1.38*	*.46*	*19.27*	*.46*	*55.96*	*37.16*	*2.75*	*.92*	*15.14*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Materials Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Research Technician Sr	3	18.70 - 21.19	2	1	2	1	0	0	1	0	0	0	0	0	0	0
Research Assoc	D	20.87	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Physicist Scientist/Engr	C	24.43 - 44.66	3	1	1	0	0	1	0	0	2	2	0	0	0	0
Research Technician Princ	3	25.37	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Technical Illustrator III	3	27.97	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Research Specialist	3	29.09 - 30.86	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Research Assoc Sr	D	29.22	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Scientific Engr Assoc	D	29.91 - 34.29	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Computer Systems Engr I	D	30.43	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Physicist Staff Sci/Engr	C	35.77 - 72.91	13	4	1	0	0	1	0	0	12	9	1	0	2	0
Materials Scientist/Engr	C	40.51 - 42.79	2	1	0	0	0	0	0	0	2	1	0	1	0	0
Materials Staff Scientist/Engr	C	41.56 - 77.11	10	3	1	0	0	0	1	0	9	7	0	0	2	0
Chemist Scientist/Engr	C	44.19	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Computer Systems Engr III	D	45.39	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biologist Staff Scientist/Engr	C	46.11	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Chemist Staff Scientist/Engr	C	46.64 - 48.21	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Chemical Staff Engineer	C	47.02	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Materials Sr Scientist/Engr	C	52.38 - 74.68	4	1	1	1	0	0	0	0	3	2	0	1	0	0
Electronic Staff Engineer	C	56.11	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Sr Staff Sci/Engr	C	59.12 - 59.69	3	0	1	1	0	0	0	0	2	2	0	0	0	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Materials Sciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Chemical Senior Engineer	C	79.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			56	15	11	6	0	2	3	0	45	35	1	3	6	0
% of Total				*26.79*	*19.64*	*10.71*	*.00*	*3.57*	*5.36*	*.00*	*80.36*	*62.50*	*1.79*	*5.36*	*10.71*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: NERSC

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Digital Computer Oper Spec	3	25.88 - 29.26	6	5	0	0	0	0	0	0	6	1	2	0	3	0
Computer Systems Engr I	D	30.58 - 33.46	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Computer Systems Engr II	D	32.08 - 44.13	29	4	7	4	0	0	3	0	22	21	0	0	1	0
Lead Technologist	3	34.13 - 35.73	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Computational Sci Post Doc Fel	C	35.88	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Scientist	C	39.52 - 48.17	4	1	1	1	0	0	0	0	3	2	0	0	1	0
Computer Systems Engr III	D	43.27 - 52.24	41	9	5	1	0	1	3	0	36	31	0	0	5	0
Math/Statistician Sci/Engr	C	47.02 - 48.26	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Computer Staff Scientist	C	49.62 - 68.65	19	4	4	3	0	0	1	0	15	12	1	0	2	0
Computer Systems Engr IV	D	49.82 - 71.97	23	3	6	6	0	0	0	0	17	14	1	1	1	0
Math/Statistician Staff Sci/En	C	52.21 - 64.04	5	0	1	1	0	0	0	0	4	4	0	0	0	0
Computer Senior Scientist	C	71.97 - 81.40	5	1	0	0	0	0	0	0	5	4	0	0	1	0
Math/Statistician Sr Sci/Engr	C	77.31 - 77.60	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Computer Systems Manager III	1	91.30	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			145	29	24	16	0	1	7	0	121	100	4	1	16	0
% of Total				*20.00*	*16.55*	*11.03*	*.00*	*.69*	*4.83*	*.00*	*83.45*	*68.97*	*2.76*	*.69*	*11.03*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Nuclear Science

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Research Technician	3	19.24	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Accelerator Operator	3	23.59	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Electronics Egr TechnologistII	3	24.19	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Post Doc Fellow	C	26.79	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Accelerator Oper Principal	3	29.56 - 33.66	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Physicist Scientist/Engr	C	32.74 - 38.46	6	1	0	0	0	0	0	0	6	5	0	0	1	0
Technical Supervisor	D	32.84	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Staff Sci/Engr	C	38.95 - 55.67	15	3	3	3	0	0	0	0	12	9	0	0	3	0
Chemist Staff Scientist/Engr	C	39.44 - 46.86	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Physicist Division Fellow	C	44.71	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Sr Staff Sci/Engr	C	47.63 - 75.71	17	4	1	1	0	0	0	0	16	12	0	1	3	0
Chemist Sr Staff Sci/Engr	C	47.82	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Electronic Engineer 5	D	56.54	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			52	9	7	7	0	0	0	0	45	36	0	1	8	0
% of Total				*17.31*	*13.46*	*13.46*	*.00*	*.00*	*.00*	*.00*	*86.54*	*69.23*	*.00*	*1.92*	*15.38*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Operations

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Audit Specialist	B	28.77	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Senior Auditor	B	33.59	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Principal Auditor	B	43.49 - 47.38	3	2	1	1	0	0	0	0	2	0	0	0	2	0
Management II	1	53.71 - 63.61	6	2	0	0	0	0	0	0	6	4	1	0	1	0
Management III	1	73.33 - 81.06	3	1	0	0	0	0	0	0	3	2	1	0	0	0
Division Director	1	90.75 - 96.63	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Department Total			16	6	3	2	0	0	1	0	13	8	2	0	3	0
% of Total				*37.50*	*18.75*	*12.50*	*.00*	*.00*	*6.25*	*.00*	*81.25*	*50.00*	*12.50*	*.00*	*18.75*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Physical Biosciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Technical Assistant 1	3	11.02	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Research Technician	3	15.46 - 17.51	3	1	2	1	0	1	0	0	1	1	0	0	0	0
Research Assoc	D	17.73 - 20.50	4	3	3	1	0	0	2	0	1	0	0	1	0	0
Chemist Post Doc Fellow	C	19.71	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Research Assoc Sr	D	22.18 - 23.93	4	2	3	2	0	0	1	0	1	0	0	0	1	0
Biochemist Scientist/Engineer	C	24.54 - 38.98	3	2	1	0	0	0	1	0	2	1	0	0	1	0
Tech Coordinator Sr Asst	3	25.87	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Research Assoc Principal	D	29.34 - 29.82	2	1	0	0	0	0	0	0	2	1	0	1	0	0
Biophysicist Scientist/Engr	C	29.42 - 35.46	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Scientific Engr Assoc	D	29.56 - 31.30	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Computer Systems Engr II	D	29.65 - 35.38	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Physicist Scientist/Engr	C	30.35 - 36.82	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Chemist Scientist/Engr	C	32.30 - 35.18	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Research Assoc Staff	D	34.10	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biochemist Staff Sci/Engr	C	34.69 - 49.60	4	1	3	2	0	0	1	0	1	1	0	0	0	0
Computer Systems Engr III	D	36.44	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Chemist Staff Scientist/Engr	C	36.73 - 44.56	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Biophysicist Staff Sci/Engr	C	37.99	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Scientific Engr Assoc Sr	D	38.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Computer Scientist	C	40.38 - 44.99	3	0	0	0	0	0	0	0	3	3	0	0	0	0

Continued...

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Physical Biosciences

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Management I	1	45.43	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Staff Scientist	C	47.90	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Chemist Sr Staff Sci/Engr	C	48.69 - 53.05	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Computer Systems Manager I	1	54.23	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biophysicist Sr Staff Sci/Engr	C	65.41	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			52	18	16	8	1	1	6	0	36	26	0	2	8	0
% of Total				*34.62*	*30.77*	*15.38*	*1.92*	*1.92*	*11.54*	*.00*	*69.23*	*50.00*	*.00*	*3.85*	*15.38*	*.00*

Lawrence Berkeley Laboratory-Workforce Analysis

Employee Data as of Jan 1 2002
04/10/2002

Department: Physics

Job Title	EEO	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Computer Systems Engr I	D	23.08 - 27.35	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Physicist Post Doc Fellow	C	25.88 - 26.61	4	1	0	0	0	0	0	0	4	3	0	1	0	0
Physicist Scientist/Engr	C	26.78 - 27.31	3	1	2	2	0	0	0	0	1	0	0	0	1	0
Research Assoc Sr	D	27.35 - 28.81	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Computer Systems Engr II	D	28.52 - 36.69	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Scientific Engr Assoc	D	28.90 - 32.91	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Electronic Engineer 3	D	33.17	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Administrative Specialist 4	B	34.14	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Educational Program Admin	B	37.91	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Computer Systems Engr III	D	38.87 - 47.43	3	1	2	2	0	0	0	0	1	0	0	0	1	0
Physicist Staff Sci/Engr	C	41.09 - 47.38	6	2	1	0	0	1	0	0	5	4	0	0	1	0
Program Manager	D	41.68	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Division Fellow	C	42.44	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Physicist Sr Staff Sci/Engr	C	48.46 - 80.68	22	0	2	2	0	0	0	0	20	20	0	0	0	0
Physicist Dist Sci/Engr	C	62.19	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Department Total			53	6	9	8	0	1	0	0	44	39	0	1	4	0
% of Total				*11.32*	*16.98*	*15.09*	*.00*	*1.89*	*.00*	*.00*	*83.02*	*73.58*	*.00*	*1.89*	*7.55*	*.00*
Facility Total			2496	747	811	503	111	47	146	4	1685	1246	96	82	253	8
% of Total				*29.93*	*32.49*	*20.15*	*4.45*	*1.88*	*5.85*	*.16*	*67.51*	*49.92*	*3.85*	*3.29*	*10.14*	*.32*

Affirmative Action Program

Appendix B

Job Group Analysis

41 CFR 60-2.12 and 60-2.13

NOTE: The ethnic categories as specified in the table below:

Appendix B	The OFCCP Regulations
Black	Black
Hisp	Hispanic
Asian	Asian or Pacific Islander
AmInd	American Indian or Alaskan Native

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: H1 H1 - Lab Scientific Management

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Division Director	Various	73.17 - 99.95	10	0	0	0	0	0	0	0	10	10	0	0	0	0
Associate Laboratory Director	Laboratory Directorate	108.17 - 120.20	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Deputy Director	Laboratory Directorate	125.00 - 134.62	2	1	1	1	0	0	0	0	1	0	0	1	0	0
Laboratory Director	Laboratory Directorate	149.04	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Job Group Total			16	1	2	2	0	0	0	0	14	13	0	1	0	0
% of Total				*6.25*	*12.50*	*12.50*	*.00*	*.00*	*.00*	*.00*	*87.50*	*81.25*	*.00*	*6.25*	*.00*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: H3 H3 - Administrative Management

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Benefits Supervisor	Human Resources	37.53	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Payroll Supervisor	Human Resources	37.53	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Human Resources Management 1	Human Resources	38.57 - 41.42	7	1	7	6	0	0	1	0	0	0	0	0	0	0
Sr Administrative Manager	Administrative Services	40.44 - 44.19	4	0	4	4	0	0	0	0	0	0	0	0	0	0
Mgr, Travel & Conferences	Administrative Services	41.23	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Manager, Disbursements	Financial Services	42.84	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Manager, Subcontracts	Financial Services	43.37 - 53.83	3	1	2	1	1	0	0	0	1	1	0	0	0	0
Business Systems Specialist	Administrative Services	43.56	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Manager, Contracts	Financial Services	43.72	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Manager, Financial Analysis	Financial Services	47.60	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Human Resources Management 2	Human Resources	49.44 - 53.22	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Business Manager	Administrative Services	49.61 - 50.19	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Business Systems Manager	Administrative Services	49.67	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Sr Manager, Financial Services	Financial Services	53.22	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Sr Mgr, Sponsored Proj Office	Financial Services	55.56	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Job Group Total			30	4	21	19	1	0	1	0	9	7	0	0	2	0
% of Total				*13.33*	*70.00*	*63.33*	*3.33*	*.00*	*3.33*	*.00*	*30.00*	*23.33*	*.00*	*.00*	*6.67*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: H4 H4 - Technical Management

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
EH&S Manager 1	Environment, Health & Safety	45.95 - 49.14	6	0	2	2	0	0	0	0	4	4	0	0	0	0
Program Manager Sr.	Various	53.86 - 59.11	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Computer Systems Manager I	Physical Biosciences	54.23	1	0	0	0	0	0	0	0	1	1	0	0	0	0
EH&S Manager 2	Environment, Health & Safety	55.97 - 59.21	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Engineering Management 1	Engineering	56.06 - 64.48	6	0	0	0	0	0	0	0	6	6	0	0	0	0
Engineering Management 2	Engineering	62.50 - 71.01	6	1	0	0	0	0	0	0	6	5	0	0	1	0
EH&S Manager 3	Environment, Health & Safety	68.79 - 79.14	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Computer Systems Manager II	Info. Technologies &	69.09 - 72.55	2	1	2	1	1	0	0	0	0	0	0	0	0	0
Computer Systems Manager III	Various	79.36 - 91.30	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Job Group Total			33	2	5	4	1	0	0	0	28	27	0	0	1	0
% of Total				*6.06*	*15.15*	*12.12*	*3.03*	*.00*	*.00*	*.00*	*84.85*	*81.82*	*.00*	*.00*	*3.03*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: H6 H6 - Other Management

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Management I	Various	45.43 - 53.88	6	0	3	3	0	0	0	0	3	3	0	0	0	0
Management II	Various	52.15 - 66.26	15	3	4	4	0	0	0	0	11	8	1	0	2	0
Management III	Various	73.33 - 81.06	4	1	0	0	0	0	0	0	4	3	1	0	0	0
Job Group Total			25	4	7	7	0	0	0	0	18	14	2	0	2	0
% of Total				*16.00*	*28.00*	*28.00*	*.00*	*.00*	*.00*	*.00*	*72.00*	*56.00*	*8.00*	*.00*	*8.00*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J1 J1 - Bio-Medical Scientist

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Biophysicist Post Doc Fellow	Life Sciences	16.25 - 19.39	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Geneticist Post Doc. Fellow	Life Sciences	17.60	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Physiologist Post Doc Fellow	Life Sciences	17.60 - 18.50	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Biologist Post Doc Fellow	Life Sciences	17.60 - 20.28	6	3	3	1	0	0	2	0	3	2	0	0	1	0
Biophysicist Scientist/Engr	Various	20.19 - 39.66	13	5	3	1	0	0	2	0	10	7	0	0	3	0
Biochemist Post Doc Fellow	Life Sciences	20.28	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Biologist Scientist/Engr	Various	23.08 - 41.16	18	7	8	4	0	1	3	0	10	7	0	0	3	0
Biochemist Scientist/Engineer	Various	24.54 - 40.94	17	8	7	3	1	0	3	0	10	6	0	0	4	0
Physiologist Sci/Engr	Life Sciences	28.27	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biochemist Staff Sci/Engr	Various	32.09 - 55.51	15	2	9	8	0	0	1	0	6	5	0	0	1	0
Biophysicist Staff Sci/Engr	Various	35.71 - 63.95	7	0	2	2	0	0	0	0	5	5	0	0	0	0
Biologist Staff Scientist/Engr	Various	40.21 - 69.23	15	5	6	3	0	0	3	0	9	7	0	0	2	0
Biologist Division Fellow	Life Sciences	43.60	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Medical Staff Scientist	Life Sciences	46.89	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Biophysicist Division Fellow	Life Sciences	48.50	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Biophysicist Sr Staff Sci/Engr	Various	50.39 - 69.69	6	2	2	2	0	0	0	0	4	2	0	0	2	0
Biologist Senior Sci/Engr	Various	53.08 - 98.31	4	2	2	1	0	0	1	0	2	1	0	0	1	0
Biochemist Sr Staff Sci/Engr	Various	59.84 - 69.21	3	0	3	3	0	0	0	0	0	0	0	0	0	0
Medical Senior Scientist	Life Sciences	91.53	1	0	0	0	0	0	0	0	1	1	0	0	0	0

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J1 J1 - Bio-Medical Scientist

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Job Group Total			115	35	51	33	1	1	16	0	64	47	0	0	17	0
% of Total				*30.43*	*44.35*	*28.70*	*.87*	*.87*	*13.91*	*.00*	*55.65*	*40.87*	*.00*	*.00*	*14.78*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J2 J2 - Chemist

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Chemist Post Doc Fellow	Various	19.71 - 20.69	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Chemist Scientist/Engr	Various	27.69 - 46.73	12	4	2	0	0	0	2	0	10	8	0	0	2	0
Chemist Staff Scientist/Engr	Various	34.62 - 67.33	26	4	3	2	0	0	1	0	23	20	0	0	3	0
Chemist Sr Staff Sci/Engr	Various	47.82 - 72.39	10	1	1	1	0	0	0	0	9	8	0	0	1	0
Job Group Total			50	9	7	4	0	0	3	0	43	37	0	0	6	0
% of Total				*18.00*	*14.00*	*8.00*	*.00*	*.00*	*6.00*	*.00*	*86.00*	*74.00*	*.00*	*.00*	*12.00*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J3 J3 - Physist

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Physicist Scientist/Engr	Various	24.43 - 47.76	40	8	7	6	0	1	0	0	33	26	0	0	7	0
Physicist Post Doc Fellow	Various	25.88 - 26.79	7	3	0	0	0	0	0	0	7	4	1	1	1	0
Physicist Staff Sci/Engr	Various	35.07 - 72.91	87	16	6	4	0	2	0	0	81	67	2	1	11	0
Physicist Division Fellow	Various	42.44 - 44.71	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Physicist Sr Staff Sci/Engr	Various	47.63 - 80.68	72	9	4	4	0	0	0	0	68	59	0	1	8	0
Physicist Dist Sci/Engr	Physics	62.19	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Job Group Total			209	36	17	14	0	3	0	0	192	159	3	3	27	0
% of Total				*17.22*	*8.13*	*6.70*	*.00*	*1.44*	*.00*	*.00*	*91.87*	*76.08*	*1.44*	*1.44*	*12.92*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J4 J4 - Computer Scientist

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Computer Sci Post Doc Fellow	Computing Sciences	33.66	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Computer Scientist	Various	33.92 - 48.17	12	2	1	1	0	0	0	0	11	9	0	0	2	0
Computational Sci Post Doc Fel	NERSC	35.88	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Math/Statistician Sci/Engr	Various	41.41 - 48.26	4	0	1	1	0	0	0	0	3	3	0	0	0	0
Computer Staff Scientist	Various	47.90 - 68.65	23	5	4	3	0	0	1	0	19	15	1	0	3	0
Math/Statistician Sr Sci/Engr	Various	51.31 - 77.60	3	0	1	1	0	0	0	0	2	2	0	0	0	0
Math/Statistician Staff Sci/En	Various	52.21 - 64.04	7	0	1	1	0	0	0	0	6	6	0	0	0	0
Computer Senior Scientist	Various	56.05 - 81.40	6	1	0	0	0	0	0	0	6	5	0	0	1	0
Job Group Total			57	9	8	7	0	0	1	0	49	41	1	0	7	0
% of Total				*15.79*	*14.04*	*12.28*	*.00*	*.00*	*1.75*	*.00*	*85.96*	*71.93*	*1.75*	*.00*	*12.28*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J5 J5 - Engineers

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Electronic Engineer	Life Sciences	34.62	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer	Various	37.17 - 44.24	8	3	0	0	0	0	0	0	8	5	0	0	3	0
Mechanical Staff Engineer	Environmental Energy Tech	43.00 - 63.46	6	1	0	0	0	0	0	0	6	5	0	0	1	0
Electronic Staff Engineer	Materials Sciences	56.11	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Sr Engineer	Environmental Energy Tech	61.63 - 63.47	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Job Group Total			18	5	0	0	0	0	0	0	18	13	0	0	5	0
% of Total				*27.78*	*.00*	*.00*	*.00*	*.00*	*.00*	*.00*	*100.00*	*72.22*	*.00*	*.00*	*27.78*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J6 J6 - Other Scientist/Engineer

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Mechanical Engr Post Doc Fell	Environmental Energy Tech	26.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Geological Scientist	Earth Sciences	36.68 - 50.32	28	14	3	3	0	0	0	0	25	11	1	0	13	0
Chemical Engineer	Environmental Energy Tech	37.30 - 44.48	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Materials Scientist/Engr	Various	40.51 - 47.68	6	2	0	0	0	0	0	0	6	4	0	1	1	0
Materials Staff Scientist/Engr	Various	41.56 - 77.11	15	3	2	1	0	0	1	0	13	11	0	0	2	0
Geological Staff Scientist	Earth Sciences	41.60 - 78.64	26	6	2	1	0	0	1	0	24	19	0	0	5	0
Chemical Staff Engineer	Various	41.69 - 59.09	4	1	2	2	0	0	0	0	2	1	0	0	1	0
Geological Engineer	Earth Sciences	42.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Geological Sr Scientist	Earth Sciences	48.58 - 72.27	6	3	1	0	0	0	1	0	5	3	0	0	2	0
Materials Sr Scientist/Engr	Various	52.38 - 74.68	7	2	1	1	0	0	0	0	6	4	0	1	1	0
Chemical Senior Engineer	Materials Sciences	79.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Job Group Total			97	31	12	9	0	0	3	0	85	57	1	2	25	0
% of Total				*31.96*	*12.37*	*9.28*	*.00*	*.00*	*3.09*	*.00*	*87.63*	*58.76*	*1.03*	*2.06*	*25.77*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J7 J7 - Economics

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Energy/Env Policy An Sci/Eng	Environmental Energy Tech	36.52 - 49.62	7	3	1	1	0	0	0	0	6	3	1	0	2	0
Energy/Env Policy An St Sci/En	Environmental Energy Tech	36.99 - 68.07	19	2	1	1	0	0	0	0	18	16	0	0	2	0
Architect Scientist/Engr	Environmental Energy Tech	45.28 - 46.27	2	1	1	0	0	0	1	0	1	1	0	0	0	0
Architect Staff Sci/Engr	Environmental Energy Tech	47.20 - 69.81	5	0	0	0	0	0	0	0	5	5	0	0	0	0
Pgm Mgt E/S Staff Sci 3	Laboratory Directorate	54.31	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Energy/Env Policy An Sr Sci/En	Environmental Energy Tech	64.00	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Job Group Total			35	7	3	2	0	0	1	0	32	26	1	0	5	0
% of Total				*20.00*	*8.57*	*5.71*	*.00*	*.00*	*2.86*	*.00*	*91.43*	*74.29*	*2.86*	*.00*	*14.29*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K1 K1 - Administrative Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Resources Analyst	Administrative Services	21.68 - 27.10	5	3	4	1	0	1	2	0	1	1	0	0	0	0
Assistant Conference Planner	Administrative Services	22.42 - 26.44	3	1	3	2	1	0	0	0	0	0	0	0	0	0
Administrator	Administrative Services	22.61 - 26.42	10	2	10	8	1	1	0	0	0	0	0	0	0	0
Travel Specialist	Administrative Services	23.29 - 32.08	4	0	4	4	0	0	0	0	0	0	0	0	0	0
Supervisor, Admin Scvs	Administrative Services	23.45 - 27.33	21	8	21	13	3	2	3	0	0	0	0	0	0	0
Admin Services Trainee	Administrative Services	24.25	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Sr Resources Analyst	Administrative Services	27.14 - 39.98	25	8	18	12	1	1	4	0	7	5	0	0	2	0
Sr Administrator	Administrative Services	27.21 - 36.88	3	0	3	3	0	0	0	0	0	0	0	0	0	0
Sr Supervisor, Admin Scvs	Administrative Services	27.38 - 35.56	6	1	5	4	1	0	0	0	1	1	0	0	0	0
Administrative Manager	Administrative Services	32.79 - 39.39	6	1	5	4	0	0	1	0	1	1	0	0	0	0
Principal Resources Analyst	Administrative Services	33.09 - 45.05	16	6	14	9	0	0	5	0	2	1	0	0	1	0
Sr Conference Planner	Administrative Services	35.19	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Job Group Total			101	30	89	62	7	5	15	0	12	9	0	0	3	0
% of Total				*29.70*	*88.12*	*61.39*	*6.93*	*4.95*	*14.85*	*.00*	*11.88*	*8.91*	*.00*	*.00*	*2.97*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K2 K2 - Human Resources

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Associate HR Generalist	Human Resources	22.36	1	0	1	1	0	0	0	0	0	0	0	0	0	0
HR Generalist	Human Resources	24.65 - 26.31	3	1	3	2	1	0	0	0	0	0	0	0	0	0
Recruiter	Human Resources	24.84 - 26.93	4	3	2	0	0	0	2	0	2	1	0	0	1	0
Payroll Specialist	Human Resources	25.01	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Senior HR Generalist	Human Resources	28.85 - 32.60	9	5	9	4	3	1	1	0	0	0	0	0	0	0
Senior HRIS Analyst	Human Resources	29.16 - 30.43	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Senior Compensation Analyst	Human Resources	33.46	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Principal HR Generalist	Human Resources	35.05 - 36.06	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Policies Analyst	Human Resources	36.03	1	0	1	1	0	0	0	0	0	0	0	0	0	0
IRSO Supervisor	Human Resources	36.17	1	1	0	0	0	0	0	0	1	0	0	1	0	0
LER Consultant	Human Resources	37.53 - 38.54	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Principal Compensation Analyst	Human Resources	38.80	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Job Group Total			29	11	24	15	4	1	4	0	5	3	0	1	1	0
% of Total				*37.93*	*82.76*	*51.72*	*13.79*	*3.45*	*13.79*	*.00*	*17.24*	*10.34*	*.00*	*3.45*	*3.45*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K3 K3 - Financial Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Associate Accountant	Financial Services	22.90	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Subcontracts Administrator	Financial Services	23.08 - 26.63	3	1	3	2	0	0	1	0	0	0	0	0	0	0
Accountant	Financial Services	23.23 - 25.86	5	3	3	0	1	1	1	0	2	2	0	0	0	0
Assoc Subcontracts Admin	Financial Services	25.25	1	1	1	0	0	0	0	1	0	0	0	0	0	0
Audit Specialist	Operations	28.77	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Sr Subcontracts Administrator	Financial Services	28.94 - 33.81	7	3	4	1	1	1	1	0	3	3	0	0	0	0
Senior Accountant	Financial Services	28.94 - 40.43	2	2	1	0	1	0	0	0	1	0	0	0	1	0
Pr Contracts Officer	Financial Services	32.48 - 38.56	4	1	3	2	0	0	1	0	1	1	0	0	0	0
Sr Financial Analyst	Financial Services	32.97 - 35.66	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Senior Auditor	Operations	33.59	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Principal Accountant	Financial Services	33.91 - 45.46	4	2	2	0	0	0	2	0	2	2	0	0	0	0
Pr Subcontracts Administrator	Financial Services	34.88 - 40.38	6	3	3	2	0	1	0	0	3	1	1	0	1	0
Principal Financial Analyst	Financial Services	36.27 - 43.21	5	1	2	2	0	0	0	0	3	2	1	0	0	0
Principal Auditor	Operations	43.49 - 47.38	3	2	1	1	0	0	0	0	2	0	0	0	2	0
Job Group Total			45	21	27	12	4	3	7	1	18	12	2	0	4	0
% of Total				*46.67*	*60.00*	*26.67*	*8.89*	*6.67*	*15.56*	*2.22*	*40.00*	*26.67*	*4.44*	*.00*	*8.89*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K4 K4 - Legal

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Patent Advisor II	Laboratory Directorate	46.62	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Patent Advisor III	Laboratory Directorate	52.66 - 56.61	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Job Group Total			3	0	1	1	0	0	0	0	2	2	0	0	0	0
% of Total				*.00*	*33.33*	*33.33*	*.00*	*.00*	*.00*	*.00*	*66.67*	*66.67*	*.00*	*.00*	*.00*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K5 K5 - Technical Editor

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Tech Info Specialist II	Info. Technologies &	25.10	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Writer/Editor II	Various	25.20 - 35.13	13	3	7	5	0	0	2	0	6	5	0	0	1	0
Tech Info Specialist III	Info. Technologies &	26.25 - 28.67	2	1	2	1	1	0	0	0	0	0	0	0	0	0
Tech Editor and Writer IV	Earth Sciences	32.76	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Writer/Editor III	Various	33.75 - 44.61	7	1	2	2	0	0	0	0	5	4	0	0	1	0
Tech Info Specialist V	Info. Technologies &	42.78	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Job Group Total			25	5	13	10	1	0	2	0	12	10	0	0	2	0
% of Total				*20.00*	*52.00*	*40.00*	*4.00*	*.00*	*8.00*	*.00*	*48.00*	*40.00*	*.00*	*.00*	*8.00*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K6 K6 - Other Admin Professional

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Administrative Specialist 2	Various	20.19 - 23.75	7	2	6	4	0	1	1	0	1	1	0	0	0	0
Administrative Specialist 3	Various	23.08 - 30.89	11	3	10	7	0	0	3	0	1	1	0	0	0	0
Budget Analyst II	Facilities	27.23	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Administrative Specialist 4	Various	28.74 - 34.67	10	1	6	5	0	0	1	0	4	4	0	0	0	0
Administrator 4	Advanced Light Source	33.21	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Educational Program Admin	Various	34.36 - 37.91	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Administrator 5	Environment, Health & Safety	38.46	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Administrative Specialist 5	Various	38.77 - 46.30	5	0	3	3	0	0	0	0	2	2	0	0	0	0
Job Group Total			38	6	30	24	0	1	5	0	8	8	0	0	0	0
% of Total				*15.79*	*78.95*	*63.16*	*.00*	*2.63*	*13.16*	*.00*	*21.05*	*21.05*	*.00*	*.00*	*.00*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L1 L1 - Information Technician

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Computer Systems Engr II	Various	21.96 - 44.28	104	31	25	16	1	2	6	0	79	57	4	3	15	0
Comp Systems Engr I Trainee	Various	22.30 - 27.62	3	1	1	1	0	0	0	0	2	1	1	0	0	0
Computer Systems Engr I	Various	23.08 - 33.46	34	15	16	10	2	1	3	0	18	9	2	3	4	0
Computer Systems Engr III	Various	33.52 - 54.55	121	30	21	13	1	2	5	0	100	78	5	0	16	1
Computer Systems Engr IV	Various	49.82 - 71.97	57	8	11	10	0	0	1	0	46	39	1	1	5	0
Job Group Total			319	85	74	50	4	5	15	0	245	184	13	7	40	1
% of Total				*26.65*	*23.20*	*15.67*	*1.25*	*1.57*	*4.70*	*.00*	*76.80*	*57.68*	*4.08*	*2.19*	*12.54*	*.31*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L2 L2 - Mechanical Engineer

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Mechanical Engineer 2	Engineering	27.12 - 38.79	10	1	1	1	0	0	0	0	9	8	0	0	1	0
Mechanical Engineer 3	Various	36.35 - 39.30	11	5	2	2	0	0	0	0	9	4	0	0	5	0
Systems Engineer 3	Engineering	40.96	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Mechanical Engineer 4	Engineering	44.28 - 51.39	18	2	1	1	0	0	0	0	17	15	0	0	2	0
Systems Engineer 4	Engineering	45.68	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Mechanical Engineer 5	Engineering	52.33 - 58.71	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Mechanical Engineer 6	Engineering	60.32	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Systems Engineer 6	Engineering	62.97	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Job Group Total			47	9	4	4	0	0	0	0	43	34	1	0	8	0
% of Total				*19.15*	*8.51*	*8.51*	*.00*	*.00*	*.00*	*.00*	*91.49*	*72.34*	*2.13*	*.00*	*17.02*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L3 L3 - Electrical Engineer

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Electronic Engineer 1	Engineering	26.54 - 32.02	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Electronic Engineer 2	Engineering	32.57 - 39.91	5	2	0	0	0	0	0	0	5	3	1	1	0	0
Electronic Engineer 3	Various	33.17 - 45.41	12	1	0	0	0	0	0	0	12	11	0	0	1	0
IC Design Engineer 3	Engineering	44.75 - 45.49	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Electronic Engineer 4	Engineering	44.83 - 54.52	14	1	0	0	0	0	0	0	14	13	0	0	1	0
IC Design Engineer 4	Engineering	50.78 - 52.33	2	0	0	0	0	0	0	0	2	2	0	0	0	0
IC Design Engineer 5	Engineering	51.49	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Electronic Engineer 5	Various	54.47 - 56.54	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Electronic Engineer 6	Engineering	56.38	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Job Group Total			43	5	0	0	0	0	0	0	43	38	1	1	3	0
% of Total				*11.63*	*.00*	*.00*	*.00*	*.00*	*.00*	*.00*	*100.00*	*88.37*	*2.33*	*2.33*	*6.98*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L4 L4 - Environ't Hlth & Safety

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Waste Mgmt Professional 2	Environment, Health & Safety	29.78	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Fire Protection Engineer 3	Environment, Health & Safety	31.37	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Health Physicist 3	Environment, Health & Safety	32.41 - 38.83	5	0	1	1	0	0	0	0	4	4	0	0	0	0
Waste Mgmt Professional 3	Environment, Health & Safety	33.31 - 38.83	11	4	6	5	0	0	1	0	5	2	2	0	1	0
Radiochemist 3	Environment, Health & Safety	35.29 - 40.28	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Occupational Health Nurse 4	Environment, Health & Safety	36.11 - 40.24	2	0	2	2	0	0	0	0	0	0	0	0	0	0
Safety Engineer/Specialist 3	Environment, Health & Safety	36.19 - 42.87	4	1	2	2	0	0	0	0	2	1	0	0	1	0
Regulatory Compl Eng/Spec 3	Environment, Health & Safety	37.02 - 39.44	2	2	1	0	1	0	0	0	1	0	0	1	0	0
Safety Engineer/Specialist 4	Environment, Health & Safety	37.68 - 53.00	4	1	0	0	0	0	0	0	4	3	0	0	1	0
Industial Hygienist 4	Environment, Health & Safety	40.43 - 47.78	5	1	1	1	0	0	0	0	4	3	0	0	1	0
Health Physicist 4	Environment, Health & Safety	41.55	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Waste Mgmt Professional 4	Environment, Health & Safety	42.69	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Regulatory Compl Eng/Spec 4	Various	43.64 - 44.06	2	1	1	1	0	0	0	0	1	0	0	0	1	0
Radiochemist 4	Environment, Health & Safety	44.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Sr EH&S Professional	Environment, Health & Safety	47.42 - 51.31	2	1	0	0	0	0	0	0	2	1	0	0	1	0
Air Quality Engineer 4	Environment, Health & Safety	48.32 - 49.67	2	0	0	0	0	0	0	0	2	2	0	0	0	0

Continued...

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L4 L4 - Environ't Hlth & Safety

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Fire Protection Engineer 4	Environment, Health & Safety	48.64	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Occupational Med Physician	Environment, Health & Safety	61.38	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Job Group Total			49	13	18	16	1	0	1	0	31	20	3	1	7	0
% of Total				*26.53*	*36.73*	*32.65*	*2.04*	*.00*	*2.04*	*.00*	*63.27*	*40.82*	*6.12*	*2.04*	*14.29*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L5 L5 - Facilities

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Facilities Planner I	Facilities	29.88 - 31.93	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Facil Energy Mgmt Engr I	Facilities	36.05	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Facilities Planner II	Facilities	36.61 - 41.45	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Facil Project Manager I	Environmental Energy Tech	37.07	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Facilities Estimator I	Facilities	38.08	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Facilities Architect II	Facilities	38.97 - 42.98	4	1	1	1	0	0	0	0	3	2	0	0	1	0
Facil Electrical Engr II	Facilities	39.89 - 42.06	4	1	1	1	0	0	0	0	3	2	0	0	1	0
Facil Project Manager II	Various	40.88 - 47.05	7	1	1	1	0	0	0	0	6	5	0	1	0	0
Facil Civil/Structural Engr II	Facilities	41.42 - 42.03	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Facil Energy Mgmt Engr II	Facilities	41.65 - 45.89	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Facil Mechanical Engr II	Facilities	42.09 - 42.23	3	3	0	0	0	0	0	0	3	0	0	0	3	0
Facilities Estimator II	Facilities	47.37	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Facil Civil/Struct Engr Chief	Facilities	48.17	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Facilities Architect Chief	Facilities	48.55	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Facil Project Manager Chief	Various	48.57 - 51.21	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Facilities Planner Chief	Facilities	49.64	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Facil Mechanical Engr Chief	Facilities	49.76	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Facil Electrical Engr Chief	Facilities	50.39	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Job Group Total			42	11	5	4	0	0	1	0	37	27	0	1	9	0
% of Total				*26.19*	*11.90*	*9.52*	*.00*	*.00*	*2.38*	*.00*	*88.10*	*64.29*	*.00*	*2.38*	*21.43*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L7 L7 - Technical Associate

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Scientific Engr Assoc	Various	24.81 - 37.24	37	10	7	5	0	0	2	0	30	22	0	4	4	0
Plant/Facil Engr Assoc	Various	25.38 - 35.45	9	3	2	2	0	0	0	0	7	4	1	0	2	0
Supervisor - Sequencing	Various	25.58 - 27.08	6	3	3	2	0	0	1	0	3	1	0	0	2	0
Electronics Engr Assoc	Engineering	27.25 - 34.02	15	1	2	2	0	0	0	0	13	12	0	0	1	0
Project Manager	Various	27.65 - 35.78	3	0	2	2	0	0	0	0	1	1	0	0	0	0
Technical Supervisor	Various	27.77 - 38.88	27	7	5	5	0	0	0	0	22	15	2	3	2	0
EH&S Associate	Environment, Health & Safety	30.45 - 32.05	6	2	0	0	0	0	0	0	6	4	1	0	1	0
Mechanical Engr Assoc	Engineering	30.74 - 36.22	33	2	0	0	0	0	0	0	33	31	1	0	1	0
Scientific Engr Assoc Sr	Various	32.95 - 42.25	11	2	2	1	0	0	1	0	9	8	0	1	0	0
EH&S Associate, Senior	Environment, Health & Safety	33.16	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Electronics Engr Assoc Sr	Engineering	34.24 - 42.63	12	0	0	0	0	0	0	0	12	12	0	0	0	0
Mechanical Engr Assoc Sr	Engineering	34.97 - 41.50	10	0	0	0	0	0	0	0	10	10	0	0	0	0
Plant/Facil Engr Assoc Sr	Facilities	36.89 - 39.46	3	1	0	0	0	0	0	0	3	2	0	0	1	0
Technical Superintendent	Various	37.02 - 40.93	10	2	0	0	0	0	0	0	10	8	1	1	0	0
Program Manager	Various	38.20 - 53.65	7	0	2	2	0	0	0	0	5	5	0	0	0	0
Research Clinic Lab Tech Chief	Life Sciences	40.38	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Technical Manager	Various	45.00 - 50.77	5	1	0	0	0	0	0	0	5	4	0	1	0	0
		Job Group Total	196	34	26	22	0	0	4	0	170	140	6	10	14	0
		% of Total		*17.35*	*13.27*	*11.22*	*.00*	*.00*	*2.04*	*.00*	*86.73*	*71.43*	*3.06*	*5.10*	*7.14*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L8 L8 - Research Associate

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Sequencing Specialist	Genomics Division	17.15 - 17.80	4	2	3	1	0	1	1	0	1	1	0	0	0	0
Research Assoc	Various	17.60 - 24.12	51	29	31	14	1	1	15	0	20	8	2	2	8	0
Research Assoc Sr	Various	21.69 - 30.28	57	23	31	17	1	0	12	1	26	17	1	2	6	0
Research Assoc Principal	Various	29.22 - 38.47	45	9	15	14	1	0	0	0	30	22	1	1	5	1
Research Assoc Staff	Various	29.42 - 42.83	24	1	5	4	0	0	1	0	19	19	0	0	0	0
Job Group Total			181	64	85	50	3	2	29	1	96	67	4	5	19	1
% of Total				*35.36*	*46.96*	*27.62*	*1.66*	*1.10*	*16.02*	*.55*	*53.04*	*37.02*	*2.21*	*2.76*	*10.50*	*.55*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M1 M1 - Computer Technician

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Computing Technician Sr	Various	17.14 - 20.18	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Digital Computer Oper Spec	Various	25.88 - 29.50	7	6	0	0	0	0	0	0	7	1	2	1	3	0
Job Group Total			9	6	1	1	0	0	0	0	8	2	2	1	3	0
% of Total				*66.67*	*11.11*	*11.11*	*.00*	*.00*	*.00*	*.00*	*88.89*	*22.22*	*22.22*	*11.11*	*33.33*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M2 M2 - Mechnical Technician

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Mechanical Engr Tech I	Various	19.30 - 21.94	7	1	0	0	0	0	0	0	7	6	0	0	1	0
Mechanical Engr Tech II	Engineering	22.53 - 26.50	20	2	1	1	0	0	0	0	19	17	1	0	1	0
Mechanical Engr Tech III	Engineering	22.76 - 31.49	35	6	0	0	0	0	0	0	35	29	0	3	3	0
Job Group Total			62	9	1	1	0	0	0	0	61	52	1	3	5	0
% of Total				*14.52*	*1.61*	*1.61*	*.00*	*.00*	*.00*	*.00*	*98.39*	*83.87*	*1.61*	*4.84*	*8.06*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M3 M3 - Electronic Technician

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Electronics Engr TechnologistI	Engineering	19.60 - 22.91	5	3	2	1	0	0	1	0	3	1	1	1	0	0
Electronics Egr TechnologistII	Various	23.60 - 26.86	26	7	1	1	0	0	0	0	25	18	2	1	4	0
Electronics Eg TechnologistIII	Various	27.70 - 30.48	14	5	3	2	0	0	1	0	11	7	0	1	3	0
Job Group Total			45	15	6	4	0	0	2	0	39	26	3	3	7	0
% of Total				*33.33*	*13.33*	*8.89*	*.00*	*.00*	*4.44*	*.00*	*86.67*	*57.78*	*6.67*	*6.67*	*15.56*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M4 M4 - Other Technician

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Technical Assistant 1	Various	11.02 - 12.84	3	3	3	0	1	0	2	0	0	0	0	0	0	0
Technical Assistant 2	Various	12.14 - 15.82	7	7	3	0	0	0	2	1	4	0	2	1	1	0
Research Technician	Various	14.38 - 19.24	11	6	9	4	0	4	1	0	2	1	0	1	0	0
Research Technician Sr	Various	17.83 - 22.44	13	7	11	5	2	2	2	0	2	1	1	0	0	0
Research Technician Princ	Various	20.60 - 25.37	4	0	1	1	0	0	0	0	3	3	0	0	0	0
Technical Coordinator Asst	Various	23.72 - 24.71	2	1	0	0	0	0	0	0	2	1	0	1	0	0
Tech Coordinator Sr Asst	Various	25.87 - 29.30	3	1	1	0	0	0	1	0	2	2	0	0	0	0
Research Specialist	Materials Sciences	29.09 - 30.86	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Lead Technologist	Various	30.25 - 35.73	10	4	0	0	0	0	0	0	10	6	0	1	3	0
Job Group Total			55	29	28	10	3	6	8	1	27	16	3	4	4	0
% of Total				*52.73*	*50.91*	*18.18*	*5.45*	*10.91*	*14.55*	*1.82*	*49.09*	*29.09*	*5.45*	*7.27*	*7.27*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M5 M5 - Design/Graphic

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Document Control Coordinator 3	Engineering	17.19	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Duplication/Bindery Oprtr 2	Info. Technologies &	17.30	1	1	1	0	0	0	0	1	0	0	0	0	0	0
Duplication/Bindery Oprtr 3	Info. Technologies &	20.21	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Graphic Arts Technician Sr	Various	21.06 - 24.49	2	0	1	1	0	0	0	0	1	1	0	0	0	0
Photographic Specialist II	Info. Technologies &	21.92	1	1	1	0	0	0	1	0	0	0	0	0	0	0
Technical Illustrator II	Info. Technologies &	22.00	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Technical Illustrator III	Various	24.39 - 27.97	4	0	4	4	0	0	0	0	0	0	0	0	0	0
Graphic Arts Technician Princ	Info. Technologies &	25.13 - 26.10	2	1	2	1	0	1	0	0	0	0	0	0	0	0
Designer III	Various	25.47 - 32.79	9	6	1	1	0	0	0	0	8	2	2	1	3	0
Design/Drafter II	Engineering	25.76 - 26.83	2	2	1	0	0	0	1	0	1	0	0	0	1	0
Photographic Specialist IV	Info. Technologies &	27.00 - 31.88	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Technical Illustrator IV	Info. Technologies &	29.59 - 31.93	2	1	1	1	0	0	0	0	1	0	0	1	0	0
Job Group Total			28	13	13	8	0	1	3	1	15	7	2	2	4	0
% of Total				*46.43*	*46.43*	*28.57*	*.00*	*3.57*	*10.71*	*3.57*	*53.57*	*25.00*	*7.14*	*7.14*	*14.29*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M6 M6 - Health/Medical

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Animal Technician 1	Life Sciences	14.47 - 15.54	2	2	0	0	0	0	0	0	2	0	1	1	0	0
Animal Technician 2	Life Sciences	17.33	1	1	0	0	0	0	0	0	1	0	0	0	1	0
Health/Safety Tech Sr	Environment, Health & Safety	20.00 - 21.98	5	2	0	0	0	0	0	0	5	3	0	0	2	0
Health/Safety Tech Principal	Environment, Health & Safety	22.00 - 26.49	5	3	0	0	0	0	0	0	5	2	2	0	1	0
Animal Technician 3	Life Sciences	24.62	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Health/Safety Tech Specialist	Environment, Health & Safety	27.00 - 28.79	4	3	2	0	2	0	0	0	2	1	0	0	1	0
Medical Laboratory Tech I	Environment, Health & Safety	28.44	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Occupational Health Nurses II	Environment, Health & Safety	30.35	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Job Group Total			20	12	4	2	2	0	0	0	16	6	4	1	5	0
% of Total				*60.00*	*20.00*	*10.00*	*10.00*	*.00*	*.00*	*.00*	*80.00*	*30.00*	*20.00*	*5.00*	*25.00*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M7 M7 - Accelerator Operators

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Accelerator Operator	Various	23.59 - 28.38	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Accelerator Oper Principal	Various	26.73 - 33.66	9	2	1	1	0	0	0	0	8	6	1	1	0	0
Job Group Total			13	2	1	1	0	0	0	0	12	10	1	1	0	0
% of Total				*15.38*	*7.69*	*7.69*	*.00*	*.00*	*.00*	*.00*	*92.31*	*76.92*	*7.69*	*7.69*	*.00*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: N1 N1 - Office Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Clerical Assistant II	Administrative Services	14.47	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Administrative Assistant II	Various	16.00 - 19.05	60	31	53	25	22	4	2	0	7	4	1	1	1	0
Finance/Budget Asst II	Financial Services	16.83 - 18.20	4	3	4	1	3	0	0	0	0	0	0	0	0	0
Administrative Assistant III	Various	17.00 - 25.76	92	42	80	42	22	4	12	0	12	8	2	0	2	0
Admin Asst III (Confidential)	Administrative Services	18.25 - 21.41	4	2	4	2	1	0	1	0	0	0	0	0	0	0
Finance/Budget Asst III	Various	18.30 - 21.16	6	4	5	1	3	1	0	0	1	1	0	0	0	0
Travel Assistant II	Administrative Services	18.61 - 18.64	3	3	3	0	2	1	0	0	0	0	0	0	0	0
Travel Assistant III	Administrative Services	20.46 - 20.96	3	3	3	0	1	1	1	0	0	0	0	0	0	0
Payroll Assistant III	Human Resources	20.56	1	0	1	1	0	0	0	0	0	0	0	0	0	0
Executive Assistant	Administrative Services	20.91 - 24.77	13	5	12	7	3	1	1	0	1	1	0	0	0	0
Payroll Asst III (Confidential	Human Resources	21.12	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Executive Asst (Confidential)	Administrative Services	24.63 - 25.39	3	2	2	0	1	1	0	0	1	1	0	0	0	0
Job Group Total			191	97	169	79	60	13	17	0	22	15	3	1	3	0
% of Total				*50.79*	*88.48*	*41.36*	*31.41*	*6.81*	*8.90*	*.00*	*11.52*	*7.85*	*1.57*	*.52*	*1.57*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: N3 N3 - Human Resources Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Human Resources Asst III	Human Resources	17.54 - 22.91	23	16	19	7	6	2	4	0	4	0	1	1	2	0
Human Resources Asst II	Human Resources	18.29	1	1	1	0	1	0	0	0	0	0	0	0	0	0
Job Group Total			24	17	20	7	7	2	4	0	4	0	1	1	2	0
% of Total				*70.83*	*83.33*	*29.17*	*29.17*	*8.33*	*16.67*	*.00*	*16.67*	*.00*	*4.17*	*4.17*	*8.33*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: N6 N6 - Purchasing Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Purchasing Assistant II	Financial Services	17.04 - 18.61	3	3	2	0	2	0	0	0	1	0	0	0	1	0
Purchasing Assistant III	Various	18.38 - 21.40	19	9	14	8	3	1	2	0	5	2	1	1	0	1
Job Group Total			22	12	16	8	5	1	2	0	6	2	1	1	1	1
% of Total				*54.55*	*72.73*	*36.36*	*22.73*	*4.55*	*9.09*	*.00*	*27.27*	*9.09*	*4.55*	*4.55*	*4.55*	*4.55*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: N7 N7 - Other Support

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Material Handler 3	Facilities	15.07 - 17.93	9	7	2	2	0	0	0	0	7	0	2	3	0	2
Dispatcher Emergency Comm	Environment, Health & Safety	17.50	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Job Group Total			10	7	2	2	0	0	0	0	8	1	2	3	0	2
% of Total				*70.00*	*20.00*	*20.00*	*.00*	*.00*	*.00*	*.00*	*80.00*	*10.00*	*20.00*	*30.00*	*.00*	*20.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: O1 O1 - Machine Shop

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Mech Engr Machinist Asst I	Engineering	16.94 - 22.00	3	1	0	0	0	0	0	0	3	2	1	0	0	0
Mechanical Engr Machinist II	Engineering	23.84 - 24.04	4	0	0	0	0	0	0	0	4	4	0	0	0	0
Mechanical Engr Machinist III	Engineering	25.32 - 33.54	23	6	0	0	0	0	0	0	23	17	1	2	3	0
Job Group Total			30	7	0	0	0	0	0	0	30	23	2	2	3	0
% of Total				*23.33*	*.00*	*.00*	*.00*	*.00*	*.00*	*.00*	*100.00*	*76.67*	*6.67*	*6.67*	*10.00*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: O2 O2 - Crafts/Trades

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Rigger	Facilities	24.90	4	2	0	0	0	0	0	0	4	2	1	1	0	0
Painter	Various	25.24	5	0	0	0	0	0	0	0	5	5	0	0	0	0
Carpenter	Facilities	26.00	14	5	0	0	0	0	0	0	14	9	3	2	0	0
Welder	Engineering	26.54	4	1	0	0	0	0	0	0	4	3	1	0	0	0
Painter Lead	Facilities	27.12	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Carpenter Lead	Facilities	27.95	4	1	0	0	0	0	0	0	4	3	0	0	0	1
Electrician	Facilities	28.25	14	6	2	1	1	0	0	0	12	7	2	2	1	0
Plumber/Fitter	Facilities	28.25	5	1	0	0	0	0	0	0	5	4	0	0	1	0
Welder Lead	Engineering	28.53	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Sheet Metal Worker	Engineering	28.54	5	1	0	0	0	0	0	0	5	4	0	1	0	0
Air Cond/Refrig Mech	Facilities	28.84	5	0	0	0	0	0	0	0	5	5	0	0	0	0
Planner Estimator	Facilities	29.67	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Electrician Lead	Facilities	30.38	3	1	0	0	0	0	0	0	3	2	0	1	0	0
Sheet Metal Worker Lead	Engineering	30.67	2	0	0	0	0	0	0	0	2	2	0	0	0	0
Job Group Total			68	20	2	1	1	0	0	0	66	47	7	9	2	1
% of Total				*29.41*	*2.94*	*1.47*	*1.47*	*.00*	*.00*	*.00*	*97.06*	*69.12*	*10.29*	*13.24*	*2.94*	*1.47*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: O3 O3 - Mechanics Repair

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Plant Maintenance Tech Princ	Facilities	24.39	16	5	0	0	0	0	0	0	16	11	2	1	2	0
Plant Maintenance Tech Spec	Facilities	26.02	2	1	0	0	0	0	0	0	2	1	0	0	0	1
Plant Maintenance Tech Lead	Facilities	27.97	5	2	0	0	0	0	0	0	5	3	1	1	0	0
Job Group Total			23	8	0	0	0	0	0	0	23	15	3	2	2	1
% of Total				*34.78*	*.00*	*.00*	*.00*	*.00*	*.00*	*.00*	*100.00*	*65.22*	*13.04*	*8.70*	*8.70*	*4.35*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: P1 P1 - Semi-Skilled

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Truck Driver Light	Facilities	17.09 - 18.57	6	1	1	1	0	0	0	0	5	4	1	0	0	0
Laborer, Senior	Various	18.36 - 21.46	5	3	0	0	0	0	0	0	5	2	1	1	1	0
Garage Attendant	Facilities	18.38	1	0	0	0	0	0	0	0	1	1	0	0	0	0
Plant Assistant II	Facilities	18.62 - 19.38	4	3	0	0	0	0	0	0	4	1	2	0	1	0
Material Specialist	Various	19.30 - 26.68	8	2	1	1	0	0	0	0	7	5	0	2	0	0
Truck Driver	Facilities	21.13	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Material Specialist - N/E	Facilities	21.62	1	1	0	0	0	0	0	0	1	0	1	0	0	0
Truck Driver Lead	Facilities	23.34 - 26.10	2	1	0	0	0	0	0	0	2	1	1	0	0	0
Laborer Specialist	Facilities	25.30	1	1	0	0	0	0	0	0	1	0	0	1	0	0
Job Group Total			29	13	2	2	0	0	0	0	27	14	6	5	2	0
% of Total				*44.83*	*6.90*	*6.90*	*.00*	*.00*	*.00*	*.00*	*93.10*	*48.28*	*20.69*	*17.24*	*6.90*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: Q1 Q1 - Fire

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Firefighter	Environment, Health & Safety	20.21 - 22.86	12	4	1	1	0	0	0	0	11	7	2	1	0	1
Fire Captain	Environment, Health & Safety	25.24 - 26.52	3	0	0	0	0	0	0	0	3	3	0	0	0	0
Job Group Total			15	4	1	1	0	0	0	0	14	10	2	1	0	1
% of Total				*26.67*	*6.67*	*6.67*	*.00*	*.00*	*.00*	*.00*	*93.33*	*66.67*	*13.33*	*6.67*	*.00*	*6.67*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: Q2 Q2 - Bus Driver

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Bus Driver	Facilities	15.08 - 16.28	13	12	4	1	3	0	0	0	9	0	9	0	0	0
Bus Driver Lead	Facilities	18.81 - 20.66	2	1	1	0	1	0	0	0	1	1	0	0	0	0
Job Group Total			15	13	5	1	4	0	0	0	10	1	9	0	0	0
% of Total				*86.67*	*33.33*	*6.67*	*26.67*	*.00*	*.00*	*.00*	*66.67*	*6.67*	*60.00*	*.00*	*.00*	*.00*

Lawrence Berkeley Laboratory-Job Group Analysis

Employee Data as of Jan 1 2002
04/10/2002

Job Group: Q3 Q3 - Custodian

Job Title	Department	Wage Range	Total	Total Min	Female						Male					
					Total	White	Black	Hisp	Asian	AmInd	Total	White	Black	Hisp	Asian	AmInd
Custodian	Facilities	13.56 - 16.75	29	23	9	3	2	2	2	0	20	3	5	9	3	0
Custodian Sr	Facilities	15.33 - 17.80	5	3	2	1	0	1	0	0	3	1	1	1	0	0
Job Group Total			34	26	11	4	2	3	2	0	23	4	6	10	3	0
% of Total				*76.47*	*32.35*	*11.76*	*5.88*	*8.82*	*5.88*	*.00*	*67.65*	*11.76*	*17.65*	*29.41*	*8.82*	*.00*
Facility Total			2496	747	811	503	111	47	146	4	1685	1246	96	82	253	8
% of Total				*29.93*	*32.49*	*20.15*	*4.45*	*1.88*	*5.85*	*.16*	*67.51*	*49.92*	*3.85*	*3.29*	*10.14*	*.32*

Affirmative Action Program

Appendix C

Availability and Utilization Analysis

OVERVIEW

The following discussion describes how the Laboratory performs availability analyses. The Laboratory translates availability estimates into goals for underutilized job groups. The Laboratory Workforce Utilization Report includes by EEO job group, current information on utilization and availability for men and women and for minorities by ethnic composition, i.e., Hispanics, Blacks, Asians, American Indians and others.

DEFINITION AND ROLE OF AVAILABILITY

The Availability Analysis estimates the percentages of minorities and women available for employment in each identified job group. Market areas where the Laboratory can reasonably recruit and information on the potential workforce are considered when computing the availability for Laboratory positions. The potential workforce is identified by considering data on new graduates with requisite degrees, individuals with requisite degrees in the relevant recruitment area, participants in Laboratory training programs, employee promotions and transfers, and applicant flow for Laboratory positions or programs. Availability provides a benchmark for Laboratory utilization of women and minorities and a basis from which to identify Laboratory employment goals.

Availability plays a central role in affirmative action planning and provides a standard of comparison against which the Laboratory determines whether a job group is underutilized in women or minorities. Availability also defines the number of potential applicants from which the Laboratory could draw when seeking to enhance the employment opportunities of women and minorities (gender and ethnic composition of the workforce); availability further helps to identify the ultimate employment goals the Laboratory should endeavor to meet.

Developing availability estimates is difficult. In calculating data on external labor markets, it is not possible to quantify job interest, precisely match internal job titles with the characteristics of workers in the external labor market, and assess the qualifications of potential applicants so that these data may be incorporated statistically and accurately into the availability analysis.

Moreover, the available data are less than perfect. The 1990 U.S. Census is the major source of information on external labor markets. Census data, however, do not always correspond well to Laboratory job titles, do not address skills or interests, become dated as the time between the plan year and the census year increases, and suffer from large-sampling variations for both small geographic areas and selected occupations. To some extent, these problems can be offset by supplementing census data with educational statistics, data on employee promotions and transfers, and applicant flow data. However, availability statistics are never more than professional estimates.

DEFINITION AND ROLE OF AVAILABILITY *(continued)*

Current availability percents are based on 1990 U.S. Census data. Availability estimates for all job groups at the Laboratory were calculated during calendar year 2002. In calculating availability, a two-factor analysis was used. The regulation, 41 CFR 60-2.14, requires the use of two-factor analysis, stipulating the consideration of at least the following two factors when calculating availability: (1) the percentage of minorities or women with requisite skills in the reasonable recruitment area; and (2) the percentage of minorities or women among those promotable, transferable, and trainable within the organization.

AVAILABILITY ANALYSIS

An availability analysis determines the level one might expect females and people of color to be represented in a job group, based in their availability in the relevant labor area work force. Additionally, this analysis creates the basis for deciding if females or people of color are underutilized within a job group whereby goals will be developed to correct the situations. Availability, statistics for jobs at the Laboratory have been analyzed and revised, as appropriate, in accordance with the requirements of federal regulations (41 CFR 60-2.14). The detail analysis of the recruitment area and rationales of the weighting factors for each job group can be obtained by request to the Work Force Diversity Office.

Listed below are the procedures used to develop the availability for each job group in this plan:

1. Define the Relevant Labor Market. Normal recruitment areas for each job group have been established based on review over time of areas which new employees have been hired. These areas could be one or a combination of the following: the nation, the state of California, the five Bay Area counties, or the internal work force of the Laboratory.

2. Current availability percents are based on 1990 U.S. Census data. The 1990 U.S. Census is the major source of information on external labor markets. Census data, however, do not always correspond well to Laboratory job titles, do not address skills or interests, and become dated as the time between the plan year and the census year increases. To some extent, these problems can be offset by supplementing the census data with educational statistics. Hence we have supplemented our availability calculations with educational statistics, Professional Women & Minorities, Thirteenth Edition, April 2000, published by Commission on Professionals in Science and Technology. Availability estimates for all job groups at the Laboratory were calculated during calendar year 2002.

Weighted Factor

Professional decisions on value weighting of data sets are documented. Sets of raw data are collected over several years. Weighting of each data set is the best professional judgment of that set's value in assessing availability for that job group.

Data Sources

Personnel are recruited from within the Laboratory and external sources on multi-geographic levels. In general, external sources from which the Laboratory recruits come from three geographic levels: local, state, and national. If the characteristics of the national labor force and population were identical to the characteristics of state and local labor market areas, it would make no difference which demographic labor-force characteristics were used in analyzing the Laboratory's workforce availability.

However, the proportions of minority population (and consequently labor-force characteristics) vary significantly from the county to the state to the national geographic areas.

The Laboratory examines data for each job group within the geographical areas or recruitment area relevant to the nature of the positions within that job group. The research and development responsibilities of the Laboratory are of a highly specialized technical nature. The Laboratory workforce necessitates a mix of specialties often different from those available in the local labor market. As a result, the recruitment area for all job groups is not the same.

For example, local or county census data are used as part of the calculation of data for the clerical job groups, whereas national census data are used for the Scientific and Engineering job groups. The percentage of women and minorities distributed within each job group will be relative (to a significant degree) to the availability in the appropriate recruitment area.

Most clerical and technician positions (as well as many other occupations) will be recruited from the local area. Therefore, the distribution of women and minorities in these positions should be similar to the availability of women and minorities with the requisite skills in the local labor-market area.

External Sources (Factor 1)

Factor 1 of the availability computations reflect external sources of potential employees. Raw statistics for these factors are drawn from 1990 U.S. Census data for local geographic counties. The 1990 U.S. Census is the major source of information on external labor markets. Census data, however, do not always correspond well to Laboratory job titles, do not address skills or interests, and become dated as the time between the plan year and the census year increases. To some extent, these problems can be offset by supplementing the census data with educational statistics. Hence we have supplemented our availability calculations with educational statistics, Professional Women & Minorities, Thirteenth Edition, April 2000, published by Commission on Professionals in Science and Technology.

Internal Sources (Factor 2)

Factor 2 represent internal sources for job placements. Factor 2 consists of feeder job groups. For a given job group, a feeder job group is defined as one that is typically a source of personnel (through promotions or transfers) for the given job group.

Availabilities are computed separately for each job group and obtained from two-stage weighted averaging of the data incorporated by the two factors and the Applicant Factor.

Computation Method

Initial Weighting Stage — This involves assigning value weights to the different data sets incorporated within an individual factor. An individual factor may incorporate data from a number of sources. For example, Factor 1 (skilled workforce, local area) incorporates 1990 Census data for the number of individuals with specific requisite skills in each of the local counties. In addition, Factor 1 is also supplemented with the educational statistics, Professional Women & Minorities, Thirteenth Edition, April 2000, published by Commission on Professionals in Science and Technology, in order to obtain better estimates for most scientific and engineering job groups. The value weights assigned to the different data sets depend on the varying degree of relevancy of the Census occupational codes appropriate for employment in the job group and the geographical area from which employees are typically recruited for the job group.

Secondary Weighting Stage — This involves assigning value weights to each of the two factors to reflect their relevance to the overall availability for the specific job group under consideration. Because most jobs at the Laboratory are recruited from outside of the organization, Factor 1 is typically given more weight than Factor 2 in each job group. The weight values assigned to the remaining factors vary, depending on an assessment of their relevance to the overall availability for the job group.

Scientific and Professional Availability

To estimate availability for these job groups, a separate availability estimate is calculated for each subgroup.

Selected statistics from the Commission on Professionals in Science and Technology 2000 report, *Professional Women and Minorities*, has been used. These statistics are available by detailed sub fields and allow us to separate doctoral recipients who are U.S. citizens or non-U.S. citizens with permanent visas from non-U.S. citizens with temporary visas.

GOALS

The following table "Availability and Utilization Analysis" provides the basis for the placement goals by EEO job group for women and people of color (also refer to Appendix D). These goals are based on estimates of availability percentages and are equal to placement goals of underutilized job groups where the current utilization is less than the availability (refer to Appendix D). The use of these goals is intended to have no significance outside the context of this AAP. The following factors affect the establishment and attainment of goals:

- Adverse impact,
- Previous goals,
- Survey of present employment,
- Underutilization analysis,
- Anticipated turnover,
- Reduction of work force caused by budget constraints,
- Administrative controls on hiring and hiring-related activities caused by budget constraints,
- Changes in scientific programs and funding, and
- Time necessary to acquire technical skills specific to Laboratory programs.

The large number of factors that influence the attainment of goals, especially placement opportunities, require consideration in determining whether or not they could be reached using every good faith effort as outlined in Section 5, Action Oriented Programs.

Underutilization/ Adverse Impact

In those instances where current utilization is less than availability, underutilization exists within job groups, and annual percentage placement goals were set to address disparities. In all instances, goals were set for women and people of color equal to availability and were designed to reverse situations of underutilization of women and people of color as identified.

NOTE: The ethnic categories as specified in the table below:

Appendix C	The OFCCP Regulations
Black	Black
Hisp	Hispanic
Asian	Asian or Pacific Islander
AmInd	American Indian or Alaskan Native

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: H1 H1 - Lab Scientific Management

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	11.77	5.31	1.46	1.37	2.29	0.19	***75.00***	8.83	3.98	1.09	1.03	1.72	0.14
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	11.30	17.97	0.75	1.39	15.83	0.00	***25.00***	2.82	4.49	0.19	0.35	3.96	0.00
	Source of Data: Feeder Job Groups: J1 - Bio-Medical Scientist (J1), J2 - Chemist (J2), J3 - Physist (J3), J4 - Computer Scientist (J4), J5 - Engineers (J5), J6 - Other Scientist/Engineer (J6), J7 - Economics (J7)												
							100.00						
Job Group Final Availabilities (%)								**11.65**	**8.48**	**1.28**	**1.38**	**5.68**	**0.14**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: H3 H3 - Administrative Management

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	36.59	11.91	4.81	4.21	2.50	0.35	***75.00***	27.44	8.93	3.61	3.16	1.87	0.26
	Source of Data: 1990 Census of Population, EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	61.93	23.33	7.38	3.25	12.51	0.18	***25.00***	15.48	5.83	1.85	0.81	3.13	0.05
	Source of Data: Feeder Job Groups: H6 - Other Management (H6), K1 - Administrative Support (K1), K2 - Human Resources (K2), K3 - Financial Support (K3), K4 - Legal (K4), K6 - Other Admin Professional (K6), N1 - Office Support (N1), N3 - Human Resources Support (N3),												
							100.00						
Job Group Final Availabilities (%)								**42.92**	**14.77**	**5.46**	**3.97**	**5.00**	**0.31**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: H4 H4 - Technical Management

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.94	18.64	5.61	5.03	7.38	0.62	***80.00***	26.35	14.91	4.48	4.03	5.91	0.49
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	27.32	34.25	8.21	8.19	16.96	0.89	***20.00***	5.46	6.85	1.64	1.64	3.39	0.18
	Source of Data: Feeder Job Groups: L7 - Technical Associate (L7), L8 - Research Associate (L8), M2 - Mechnical Technician (M2), M4 - Other Technician (M4), M5 - Design/Graphic (M5), M6 - Health/Medical (M6), M7 - Accelerator Operators (M7), O1 - Machine Shop (O1), O												
							100.00						
Job Group Final Availabilities (%)								**31.82**	**21.76**	**6.13**	**5.67**	**9.30**	**0.67**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: H6 H6 - Other Management

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	37.41	21.72	5.92	5.59	9.73	0.37	*100.00*	37.41	21.72	5.92	5.59	9.73	0.37
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**37.41**	**21.72**	**5.92**	**5.59**	**9.73**	**0.37**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J1 J1 - Bio-Medical Scientist

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	40.65	16.68	2.00	2.82	11.53	0.32	***95.00***	38.61	15.84	1.90	2.68	10.96	0.30
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	46.96	35.36	3.87	3.87	26.52	1.10	***5.00***	2.35	1.77	0.19	0.19	1.33	0.06
	Source of Data: Feeder Job Groups: L8 - Research Associate (L8)												
							100.00						
Job Group Final Availabilities (%)								**40.96**	**17.61**	**2.10**	**2.88**	**12.28**	**0.36**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J2 J2 - Chemist

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	27.43	19.34	6.10	3.19	9.76	0.22	***95.00***	26.06	18.38	5.80	3.03	9.27	0.21
	Source of Data: 1990 Census of Population, EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	46.96	35.36	3.87	3.87	26.52	1.10	***5.00***	2.35	1.77	0.19	0.19	1.33	0.06
	Source of Data: Feeder Job Groups: L8 - Research Associate (L8)												
							100.00						
Job Group Final Availabilities (%)								**28.41**	**20.15**	**5.99**	**3.22**	**10.59**	**0.26**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J3 J3 - Physist

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	12.94	11.12	2.43	2.37	6.02	0.30	*100.00*	12.94	11.12	2.43	2.37	6.02	0.30
	Source of Data: 1990 Census of Population, EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**12.94**	**11.12**	**2.43**	**2.37**	**6.02**	**0.30**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J4 J4 - Computer Scientist

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	22.07	21.77	2.12	2.26	17.07	0.32	***80.00***	17.66	17.42	1.70	1.81	13.66	0.25
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	15.24	20.29	2.72	2.56	14.81	0.20	***20.00***	3.05	4.06	0.54	0.51	2.96	0.04
	Source of Data: Feeder Job Groups: H4 - Technical Management (H4), J3 - Physist (J3), J5 - Engineers (J5), L1 - Information Technician (L1), L3 - Electrical Engineer (L3), L7 - Technical Associate (L7), L8 - Research Associate (L8)												
							100.00						
Job Group Final Availabilities (%)								**20.71**	**21.48**	**2.24**	**2.32**	**16.62**	**0.29**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J5 J5 - Engineers

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	9.83	10.55	1.66	1.91	6.76	0.22	*70.00*	6.88	7.38	1.16	1.33	4.74	0.15
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	4.44	15.56	2.22	1.11	12.22	0.00	*30.00*	1.33	4.67	0.67	0.33	3.67	0.00
	Source of Data: Feeder Job Groups: L2 - Mechanical Engineer (L2), L3 - Electrical Engineer (L3)												
							100.00						
Job Group Final Availabilities (%)								**8.21**	**12.05**	**1.83**	**1.67**	**8.40**	**0.15**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J6 J6 - Other Scientist/Engineer

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	20.01	10.36	1.08	2.16	6.79	0.33	*80.00*	16.01	8.29	0.87	1.72	5.44	0.26
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	32.84	28.78	3.32	2.95	21.77	0.74	*20.00*	6.57	5.76	0.66	0.59	4.35	0.15
	Source of Data: Feeder Job Groups: L2 - Mechanical Engineer (L2), L3 - Electrical Engineer (L3), L8 - Research Associate (L8)												
							100.00						
Job Group Final Availabilities (%)								**22.58**	**14.05**	**1.53**	**2.32**	**9.79**	**0.41**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: J7 J7 - Economics

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	36.81	15.97	6.83	4.29	4.46	0.34	***95.00***	34.97	15.17	6.49	4.08	4.24	0.32
	Source of Data: 1990 Census of Population, EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	46.96	35.36	3.87	3.87	26.52	1.10	***5.00***	2.35	1.77	0.19	0.19	1.33	0.06
	Source of Data: Feeder Job Groups: L8 - Research Associate (L8)												
							100.00						
Job Group Final Availabilities (%)								**37.32**	**16.94**	**6.68**	**4.27**	**5.57**	**0.37**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K1 K1 - Administrative Support

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	53.03	31.36	10.88	7.37	12.47	0.43	***90.00***	47.73	28.22	9.79	6.63	11.22	0.39
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	69.23	54.95	21.98	8.79	21.98	2.20	***10.00***	6.92	5.49	2.20	0.88	2.20	0.22
	Source of Data: Feeder Job Groups: K3 - Financial Support (K3), N3 - Human Resources Support (N3), N6 - Purchasing Support (N6)												
							100.00						
Job Group Final Availabilities (%)								**54.65**	**33.72**	**11.99**	**7.51**	**13.42**	**0.60**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K2 K2 - Human Resources

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	73.37	27.66	7.11	8.53	11.25	0.50	*100.00*	73.37	27.66	7.11	8.53	11.25	0.50
	Source of Data: 1990 Census of Population, EEO File 5 Counties-Alameda, Contra Costa, SF, SF-Oakl-San Jose, Solan												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**73.37**	**27.66**	**7.11**	**8.53**	**11.25**	**0.50**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K3 K3 - Financial Support

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	44.43	26.87	5.22	5.94	15.25	0.37	*100.00*	44.43	26.87	5.22	5.94	15.25	0.37
	Source of Data: 1990 Census of Population, EEO File 5 Counties-Alameda, Contra Costa, SF, SF-Oakl-San Jose, Solan												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**44.43**	**26.87**	**5.22**	**5.94**	**15.25**	**0.37**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K4 K4 - Legal

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.51	11.82	3.27	3.29	4.99	0.20	*100.00*	31.51	11.82	3.27	3.29	4.99	0.20
	Source of Data: 1990 Census of Population, EEO File 5 Counties-Alameda, Contra Costa, SF, SF-Oakl-San Jose, Solan												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								31.51	11.82	3.27	3.29	4.99	0.20

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K5 K5 - Technical Editor

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	AmInd		Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.56	17.31	5.39	4.32	7.34	0.04	***99.00***	48.08	17.13	5.33	4.28	7.27	0.04
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	8.13	17.22	1.44	2.87	12.92	0.00	***1.00***	0.08	0.17	0.01	0.03	0.13	0.00
	Source of Data: Feeder Job Groups: J3 - Physist (J3)												
							100.00						
Job Group Final Availabilities (%)								**48.16**	**17.31**	**5.35**	**4.31**	**7.40**	**0.04**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: K6 K6 - Other Admin Professional

Factor	Raw Statistics							Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	78.56	33.37	9.63	9.28	13.59	0.41	*100.00*	78.56	33.37	9.63	9.28	13.59	0.41
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**78.56**	**33.37**	**9.63**	**9.28**	**13.59**	**0.41**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L1 L1 - Information Technician

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	27.93	29.32	4.53	3.67	20.59	0.18	*100.00*	27.93	29.32	4.53	3.67	20.59	0.18
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**27.93**	**29.32**	**4.53**	**3.67**	**20.59**	**0.18**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L2 L2 - Mechanical Engineer

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	11.74	15.72	3.42	4.38	7.49	0.44	***70.00***	8.22	11.00	2.39	3.06	5.24	0.31
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	1.25	17.50	1.25	3.75	12.50	0.00	***30.00***	0.38	5.25	0.38	1.13	3.75	0.00
	Source of Data: Feeder Job Groups: J5 - Engineers (J5), M2 - Mechnical Technician (M2)												
							100.00						
Job Group Final Availabilities (%)								**8.59**	**16.25**	**2.77**	**4.19**	**8.99**	**0.31**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L3 L3 - Electrical Engineer

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	**Value Weight**	Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	10.46	15.33	2.45	1.80	10.91	0.17	***100.00***	10.46	15.33	2.45	1.80	10.91	0.17
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	9.52	31.75	4.76	4.76	22.22	0.00	***0.00***	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Groups: J5 - Engineers (J5), M3 - Electronic Technician (M3)												
							100.00						
Job Group Final Availabilities (%)								**10.46**	**15.33**	**2.45**	**1.80**	**10.91**	**0.17**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L4 L4 - Environ't Hlth & Safety

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	25.16	6.69	2.17	1.72	2.80	0.00	***70.00***	17.61	4.68	1.52	1.20	1.96	0.00
	Source of Data: Professional Women & Minorities by Commission on Professionals in Science & Technology (13th Edition, April 2000)												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	13.89	21.30	5.56	5.09	10.65	0.00	***30.00***	4.17	6.39	1.67	1.53	3.19	0.00
	Source of Data: Feeder Job Groups: L7 - Technical Associate (L7), M6 - Health/Medical (M6)												
							100.00						
Job Group Final Availabilities (%)								**21.78**	**11.07**	**3.18**	**2.73**	**5.16**	**0.00**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L5 L5 - Facilities

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.15	27.45	3.93	5.93	17.06	0.33	***80.00***	25.72	21.96	3.14	4.75	13.65	0.27
	Source of Data: 1990 Census of Population, EEO File 5 Counties-Alameda, Contra Costa, SF, SF-Oakl-San Jose, Solan												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	9.87	17.43	2.63	3.62	11.18	0.00	***20.00***	1.97	3.49	0.53	0.72	2.24	0.00
	Source of Data: Feeder Job Groups: J5 - Engineers (J5), L2 - Mechanical Engineer (L2), L3 - Electrical Engineer (L3), L7 - Technical Associate (L7)												
							100.00						
Job Group Final Availabilities (%)								**27.70**	**25.44**	**3.67**	**5.47**	**15.89**	**0.27**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L7 L7 - Technical Associate

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	26.19	29.43	3.62	7.08	18.26	0.38	***90.00***	23.57	26.48	3.26	6.37	16.43	0.34
	Source of Data: 1990 Census of Population, EEO File 5 Counties-Alameda, Contra Costa, SF, SF-Oakl-San Jose, Solan												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	26.62	31.17	5.43	4.90	20.32	0.53	***10.00***	2.66	3.12	0.54	0.49	2.03	0.05
	Source of Data: Feeder Job Groups: J5 - Engineers (J5), L2 - Mechanical Engineer (L2), L3 - Electrical Engineer (L3), L4 - Environ't Hlth & Safety (L4), L5 - Facilities (L5), L8 - Research Associate (L8), M1 - Computer Technician (M1), M2 - Mechnical Technician (M2)												
							100.00						
Job Group Final Availabilities (%)								**26.23**	**29.60**	**3.80**	**6.87**	**18.47**	**0.39**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: L8 L8 - Research Associate

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	41.73	14.82	3.92	3.18	7.33	0.37	*100.00*	41.73	14.82	3.92	3.18	7.33	0.37
	Source of Data: 1990 Census of Population, EEO File United States												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								41.73	14.82	3.92	3.18	7.33	0.37

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M1 M1 - Computer Technician

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	**Value Weight**	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	28.62	29.49	4.64	3.86	20.53	0.16	***70.00***	20.03	20.65	3.25	2.70	14.37	0.11
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	24.77	42.76	10.28	7.24	23.95	1.29	***30.00***	7.43	12.83	3.08	2.17	7.18	0.39
	Source of Data: Feeder Job Groups: J4 - Computer Scientist (J4), J5 - Engineers (J5), L1 - Information Technician (L1), L3 - Electrical Engineer (L3), M4 - Other Technician (M4)												
							100.00						
Job Group Final Availabilities (%)								27.46	33.47	6.33	4.88	21.55	0.49

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M2 M2 - Mechnical Technician

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	11.78	28.08	2.81	11.04	12.51	1.07	***70.00***	8.24	19.66	1.97	7.73	8.76	0.75
	Source of Data: 1990 Census of Population, EEO File California												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	4.48	18.61	6.28	5.60	6.65	0.09	***30.00***	1.34	5.58	1.88	1.68	1.99	0.03
	Source of Data: Feeder Job Groups: H4 - Technical Management (H4), M7 - Accelerator Operators (M7), O1 - Machine Shop (O1), O3 - Mechanics Repair (O3)												
							100.00						
Job Group Final Availabilities (%)								**9.59**	**25.24**	**3.85**	**9.41**	**10.75**	**0.78**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M3 M3 - Electronic Technician

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	16.12	41.33	8.13	7.78	24.25	1.04	*100.00*	16.12	41.33	8.13	7.78	24.25	1.04
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**16.12**	**41.33**	**8.13**	**7.78**	**24.25**	**1.04**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M4 M4 - Other Technician

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	35.39	38.70	7.80	9.39	20.72	0.72	***80.00***	28.31	30.96	6.24	7.51	16.58	0.58
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	53.66	39.02	21.04	6.71	11.28	0.00	***20.00***	10.73	7.80	4.21	1.34	2.26	0.00
	Source of Data: Feeder Job Groups: M2 - Mechnical Technician (M2), M3 - Electronic Technician (M3), N1 - Office Support (N1), O1 - Machine Shop (O1)												
							100.00						
Job Group Final Availabilities (%)								**39.04**	**38.77**	**10.45**	**8.85**	**18.84**	**0.58**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M5 M5 - Design/Graphic

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	28.12	40.07	7.26	9.47	22.63	0.46	***98.00***	27.55	39.27	7.11	9.28	22.17	0.45
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	88.48	50.79	32.98	7.33	10.47	0.00	***2.00***	1.77	1.02	0.66	0.15	0.21	0.00
	Source of Data: Feeder Job Groups: N1 - Office Support (N1)												
							100.00						
Job Group Final Availabilities (%)								**29.32**	**40.29**	**7.77**	**9.43**	**22.38**	**0.45**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M6 M6 - Health/Medical

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	**Value Weight**	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.43	37.56	10.80	10.04	16.27	0.35	***100.00***	65.43	37.56	10.80	10.04	16.27	0.35
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**65.43**	**37.56**	**10.80**	**10.04**	**16.27**	**0.35**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: M7 M7 - Accelerator Operators

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.65	39.87	7.88	7.67	23.77	0.56	***85.00***	26.90	33.89	6.69	6.52	20.20	0.48
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	6.54	22.43	3.74	5.61	13.08	0.00	***15.00***	0.98	3.36	0.56	0.84	1.96	0.00
	Source of Data: Feeder Job Groups: M2 - Mechnical Technician (M2), M3 - Electronic Technician (M3)												
							100.00						
Job Group Final Availabilities (%)								**27.88**	**37.26**	**7.26**	**7.36**	**22.17**	**0.48**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: N1 N1 - Office Support

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	69.74	41.36	13.92	9.68	17.42	0.23	*100.00*	69.74	41.36	13.92	9.68	17.42	0.23
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**69.74**	**41.36**	**13.92**	**9.68**	**17.42**	**0.23**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: N3 N3 - Human Resources Support

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	80.27	49.45	18.49	11.49	16.16	3.05	*100.00*	80.27	49.45	18.49	11.49	16.16	3.05
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**80.27**	**49.45**	**18.49**	**11.49**	**16.16**	**3.05**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: N6 N6 - Purchasing Support

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	**Value Weight**	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.09	51.93	16.97	15.40	18.60	0.93	***100.00***	34.09	51.93	16.97	15.40	18.60	0.93
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**34.09**	**51.93**	**16.97**	**15.40**	**18.60**	**0.93**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: N7 N7 - Other Support

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	**Value Weight**	Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	14.35	52.07	24.05	17.38	9.84	0.52	***100.00***	14.35	52.07	24.05	17.38	9.84	0.52
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**14.35**	**52.07**	**24.05**	**17.38**	**9.84**	**0.52**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: O1 O1 - Machine Shop

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	4.82	38.73	6.77	15.78	15.28	0.71	*100.00*	4.82	38.73	6.77	15.78	15.28	0.71
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								4.82	38.73	6.77	15.78	15.28	0.71

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: O2 O2 - Crafts/Trades

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	4.17	34.61	7.99	15.31	9.92	1.14	***90.00***	3.75	31.15	7.19	13.78	8.93	1.03
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	11.50	18.14	3.54	5.31	9.29	0.00	***10.00***	1.15	1.81	0.35	0.53	0.93	0.00
	Source of Data: Feeder Job Groups: L7 - Technical Associate (L7), O1 - Machine Shop (O1)												
							100.00						
Job Group Final Availabilities (%)								**4.90**	**32.96**	**7.54**	**14.31**	**9.86**	**1.03**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: O3 O3 - Mechanics Repair

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	10.84	41.93	7.47	11.50	22.11	0.19	*100.00*	10.84	41.93	7.47	11.50	22.11	0.19
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**10.84**	**41.93**	**7.47**	**11.50**	**22.11**	**0.19**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: P1 P1 - Semi-Skilled

Factor	Raw Statistics						Value Weight	Weighted Factor					
	Female	Total Min	Black	Hisp	Asian	Amind		Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	9.77	45.30	17.43	18.05	9.02	0.66	***95.00***	9.28	43.04	16.56	17.14	8.57	0.63
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	88.48	50.79	32.98	7.33	10.47	0.00	***5.00***	4.42	2.54	1.65	0.37	0.52	0.00
	Source of Data: Feeder Job Groups: N1 - Office Support (N1)												
							100.00						
Job Group Final Availabilities (%)								**13.71**	**45.58**	**18.20**	**17.51**	**9.10**	**0.63**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: Q1 Q1 - Fire

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	5.82	22.96	10.93	7.43	2.60	1.70	*100.00*	5.82	22.96	10.93	7.43	2.60	1.70
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**5.82**	**22.96**	**10.93**	**7.43**	**2.60**	**1.70**

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: Q2 Q2 - Bus Driver

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	38.88	68.99	50.28	10.02	6.78	1.73	*100.00*	38.88	68.99	50.28	10.02	6.78	1.73
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								38.88	68.99	50.28	10.02	6.78	1.73

Reasonable Recruitment Area Analysis
Availability Calculation

Employee Data as of Jan 1 2002
04/10/2002

Job Group: Q3 Q3 - Custodian

	Raw Statistics							Weighted Factor					
Factor	Female	Total Min	Black	Hisp	Asian	Amind	Value Weight	Female	Total Min	Black	Hisp	Asian	Amind
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	25.26	68.66	19.86	31.42	16.33	0.67	*100.00*	25.26	68.66	19.86	31.42	16.33	0.67
	Source of Data: 1990 Census of Population, EEO File Alameda, Contra Costa, San Francisco, Solano												
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-
							100.00						
Job Group Final Availabilities (%)								**25.26**	**68.66**	**19.86**	**31.42**	**16.33**	**0.67**

Affirmative Action Program

Appendix D

Laboratory-Wide Underutilization: Women and People of Color

NOTE: The ethnic categories as specified in the table below:

Appendix D	The OFCCP Regulations
Black	Black
Hisp	Hispanic
Asian	Asian or Pacific Islander
AmInd	American Indian or Alaskan Native
Minorities	Men and women of those minority groups for whom EEO-1 reporting is required; i.e., Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan Native.

CY-2002 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	**JOB GROUP**	**TITLE**	**TOTAL STAFF**	**SPECIFIC CLASSES**	**AVAIL. RATE**	**REP. RATE**	**UU**
OFFICIALS AND MANAGERS	H1	Lab Scientific Management	16	FEMALE	11.65	12.50	
				MINORITIES	8.48	6.25	YES
				BLACK	1.28	0.00	YES
				HISPANIC	1.38	6.25	
				ASIAN	5.68	0.00	YES
				NATIVE AMERICAN	0.14	0.00	YES
	H3	Administrative Management	30	FEMALE	42.92	70.00	
				MINORITIES	14.77	13.33	YES
				BLACK	5.46	3.33	YES
				HISPANIC	3.97	0.00	YES
				ASIAN	5.00	10.00	
				NATIVE AMERICAN	0.31	0.00	YES
	H4	Technical Management	33	FEMALE	31.82	15.15	YES
				MINORITIES	21.76	6.06	YES
				BLACK	6.13	3.03	YES
				HISPANIC	5.67	0.00	YES
				ASIAN	9.30	3.03	YES
				NATIVE AMERICAN	0.67	0.00	YES
	H6	Other Management	25	FEMALE	37.41	28.00	YES
				MINORITIES	21.72	16.00	YES
				BLACK	5.92	8.00	
				HISPANIC	5.59	0.00	YES
				ASIAN	9.73	8.00	YES
				NATIVE AMERICAN	0.37	0.00	YES
SCIENTIFIC PROFESSIONALS	J1	Bio Medical Scientist	115	FEMALE	40.96	44.35	
				MINORITIES	17.61	30.43	
				BLACK	2.10	0.87	YES
				HISPANIC	2.88	0.87	YES
				ASIAN	12.28	28.70	
				NATIVE AMERICAN	0.36	0.00	YES
	J2	Chemist	50	FEMALE	28.41	14.00	YES
				MINORITIES	20.15	18.00	YES
				BLACK	5.99	0.00	YES
				HISPANIC	3.22	0.00	YES
				ASIAN	10.59	18.00	
				NATIVE AMERICAN	0.26	0.00	YES
	J3	Physicist	209	FEMALE	12.94	8.13	YES
				MINORITIES	11.12	17.22	
				BLACK	2.43	1.44	YES
				HISPANIC	2.37	2.87	
				ASIAN	6.02	12.92	
				NATIVE AMERICAN	0.30	0.00	YES
	J4	Computer Science	57	FEMALE	20.71	14.04	YES
				MINORITIES	21.48	15.79	YES
				BLACK	2.24	1.75	YES
				HISPANIC	2.32	0.00	YES
				ASIAN	16.62	14.04	YES
				NATIVE AMERICAN	0.29	0.00	YES

UU: Yes (where representation rate is LESS than availability rate)

CY-2002 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	JOB GROUP	TITLE	TOTAL STAFF	SPECIFIC CLASSES	AVAIL. RATE	REP. RATE	UU
	J5	Engineers	18	FEMALE	8.21	0.00	YES
				MINORITIES	12.05	27.78	
				BLACK	1.83	0.00	YES
				HISPANIC	1.67	0.00	YES
				ASIAN	8.40	27.78	
				NATIVE AMERICAN	0.15	0.00	YES
	J6	Other Scientist/Engineer	97	FEMALE	22.58	12.37	YES
				MINORITIES	14.05	31.96	
				BLACK	1.53	1.03	YES
				HISPANIC	2.32	2.06	YES
				ASIAN	9.79	28.87	
				NATIVE AMERICAN	0.41	0.00	YES
	J7	Economics	35	FEMALE	37.32	8.57	YES
				MINORITIES	16.94	20.00	
				BLACK	6.68	2.86	YES
				HISPANIC	4.27	0.00	YES
				ASIAN	5.57	17.14	
				NATIVE AMERICAN	0.37	0.00	YES
ADMINISTRATIVE PROFESSIONALS	K1	Administrative Support	101	FEMALE	54.65	88.12	
				MINORITIES	33.72	29.70	YES
				BLACK	11.99	6.93	YES
				HISPANIC	7.51	4.95	YES
				ASIAN	13.42	17.82	
				NATIVE AMERICAN	0.60	0.00	YES
	K2	Human Resources	29	FEMALE	73.37	82.76	
				MINORITIES	27.66	37.93	
				BLACK	7.11	13.79	
				HISPANIC	8.53	6.90	YES
				ASIAN	11.25	17.24	
				NATIVE AMERICAN	0.50	0.00	YES
	K3	Financial Support	45	FEMALE	44.43	60.00	
				MINORITIES	26.87	46.67	
				BLACK	5.22	13.33	
				HISPANIC	5.94	6.67	
				ASIAN	15.25	24.44	
				NATIVE AMERICAN	0.37	2.22	
	K4	Legal	3	FEMALE	31.51	33.33	
				MINORITIES	11.82	0.00	YES
				BLACK	3.27	0.00	YES
				HISPANIC	3.29	0.00	YES
				ASIAN	4.99	0.00	YES
				NATIVE AMERICAN	0.20	0.00	YES
	K5	Technical Editor	25	FEMALE	48.16	52.00	
				MINORITIES	17.31	20.00	
				BLACK	5.35	4.00	YES
				HISPANIC	4.31	0.00	YES
				ASIAN	7.40	16.00	
				NATIVE AMERICAN	0.04	0.00	YES
	K6	Other Admin Professional	38	FEMALE	78.56	78.95	
				MINORITIES	33.37	15.79	YES
				BLACK	9.63	0.00	YES
				HISPANIC	9.28	2.63	YES
				ASIAN	13.59	13.16	YES
				NATIVE AMERICAN	0.41	0.00	YES

UU: Yes (where representation rate is LESS than availability rate)

CY-2002 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	**JOB GROUP**	**TITLE**	**TOTAL STAFF**	**SPECIFIC CLASSES**	**AVAIL. RATE**	**REP. RATE**	**UU**
TECHNICAL PROFESSIONALS	L1	Information Technicians	319	FEMALE	27.93	23.20	YES
				MINORITIES	29.32	26.65	YES
				BLACK	4.53	5.33	
				HISPANIC	3.67	3.76	
				ASIAN	20.59	17.24	YES
				NATIVE AMERICAN	0.18	0.31	
	L2	Mechanical Engineer	47	FEMALE	8.59	8.51	YES
				MINORITIES	16.25	19.15	
				BLACK	2.77	2.13	YES
				HISPANIC	4.19	0.00	YES
				ASIAN	8.99	17.02	
				NATIVE AMERICAN	0.31	0.00	YES
	L3	Electrical Engineer	43	FEMALE	10.46	0.00	YES
				MINORITIES	15.33	11.63	YES
				BLACK	2.45	2.33	YES
				HISPANIC	1.80	2.33	
				ASIAN	10.91	6.98	YES
				NATIVE AMERICAN	0.17	0.00	YES
	L4	Environmental Health & Safety	49	FEMALE	21.78	36.73	
				MINORITIES	11.07	26.53	
				BLACK	3.18	8.16	
				HISPANIC	2.73	2.04	YES
				ASIAN	5.16	16.33	
				NATIVE AMERICAN	0.00	0.00	
	L5	Facilities	42	FEMALE	27.70	11.90	YES
				MINORITIES	25.44	26.19	
				BLACK	3.67	0.00	YES
				HISPANIC	5.47	2.38	YES
				ASIAN	15.89	23.81	
				NATIVE AMERICAN	0.27	0.00	YES
	L7	Technical Associate	196	FEMALE	26.23	13.27	YES
				MINORITIES	29.60	17.35	YES
				BLACK	3.80	3.06	YES
				HISPANIC	6.87	5.10	YES
				ASIAN	18.47	9.18	YES
				NATIVE AMERICAN	0.39	0.00	YES
	L8	Research Associate	181	FEMALE	41.73	46.96	
				MINORITIES	14.82	35.36	
				BLACK	3.92	3.87	YES
				HISPANIC	3.18	3.87	
				ASIAN	7.33	26.52	
				NATIVE AMERICAN	0.37	1.10	

UU: Yes (where representation rate is LESS than availability rate)

CY-2002 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	**JOB GROUP**	**TITLE**	**TOTAL STAFF**	**SPECIFIC CLASSES**	**AVAIL. RATE**	**REP. RATE**	**UU**
TECHNICIANS	M1	Computer Technician	9	FEMALE	27.46	11.11	YES
				MINORITIES	33.47	66.67	
				BLACK	6.33	22.22	
				HISPANIC	4.88	11.11	
				ASIAN	21.55	33.33	
				NATIVE AMERICAN	0.49	0.00	YES
	M2	Mechanical Technician	62	FEMALE	9.59	1.61	YES
				MINORITIES	25.24	14.52	YES
				BLACK	3.85	1.61	YES
				HISPANIC	9.41	4.84	YES
				ASIAN	10.75	8.06	YES
				NATIVE AMERICAN	0.78	0.00	YES
	M3	Electronic Technician	45	FEMALE	16.12	13.33	YES
				MINORITIES	41.33	33.33	YES
				BLACK	8.13	6.67	YES
				HISPANIC	7.78	6.67	YES
				ASIAN	24.25	20.00	YES
				NATIVE AMERICAN	1.04	0.00	YES
	M4	Other Technician	55	FEMALE	39.04	50.91	
				MINORITIES	38.77	52.73	
				BLACK	10.45	10.91	
				HISPANIC	8.85	18.18	
				ASIAN	18.84	21.82	
				NATIVE AMERICAN	0.58	1.82	
	M5	Design/Graphic	28	FEMALE	29.32	46.43	
				MINORITIES	40.29	46.43	
				BLACK	7.77	7.14	YES
				HISPANIC	9.43	10.71	
				ASIAN	22.38	25.00	
				NATIVE AMERICAN	0.45	3.57	
	M6	Health/Medical	20	FEMALE	65.43	20.00	YES
				MINORITIES	37.56	60.00	
				BLACK	10.80	30.00	
				HISPANIC	10.04	5.00	YES
				ASIAN	16.27	25.00	
				NATIVE AMERICAN	0.35	0.00	YES
	M7	Accelerator Operator	13	FEMALE	27.88	7.69	YES
				MINORITIES	37.26	15.38	YES
				BLACK	7.26	7.69	
				HISPANIC	7.36	7.69	
				ASIAN	22.17	0.00	YES
				NATIVE AMERICAN	0.48	0.00	YES

UU: Yes (where representation rate is LESS than availability rate)

CY-2002 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	**JOB GROUP**	**TITLE**	**TOTAL STAFF**	**SPECIFIC CLASSES**	**AVAIL. RATE**	**REP. RATE**	**UU**
OFFICE SERVICES	N1	Office Support	191	FEMALE	69.74	88.48	
				MINORITIES	41.36	50.79	
				BLACK	13.92	32.98	
				HISPANIC	9.68	7.33	YES
				ASIAN	17.42	10.47	YES
				NATIVE AMERICAN	0.23	0.00	YES
	N3	Human Resources Support	24	FEMALE	80.27	83.33	
				MINORITIES	49.45	70.83	
				BLACK	18.49	33.33	
				HISPANIC	11.49	12.50	
				ASIAN	16.16	25.00	
				NATIVE AMERICAN	3.05	0.00	YES
	N6	Purchasing Support	22	FEMALE	34.09	72.73	
				MINORITIES	51.93	54.55	
				BLACK	16.97	27.27	
				HISPANIC	15.40	9.09	YES
				ASIAN	18.60	13.64	YES
				NATIVE AMERICAN	0.93	4.55	
	N7	Other Support	10	FEMALE	14.35	20.00	
				MINORITIES	52.07	70.00	
				BLACK	24.05	20.00	YES
				HISPANIC	17.38	30.00	
				ASIAN	9.84	0.00	YES
				NATIVE AMERICAN	0.52	20.00	
CRAFT WORKERS (SKILLED)	O1	Machine Shop	30	FEMALE	4.82	0.00	YES
				MINORITIES	38.73	23.33	YES
				BLACK	6.77	6.67	YES
				HISPANIC	15.78	6.67	YES
				ASIAN	15.28	10.00	YES
				NATIVE AMERICAN	0.71	0.00	YES
	O2	Crafts/Trades	68	FEMALE	4.90	2.94	YES
				MINORITIES	32.96	29.41	YES
				BLACK	7.54	11.76	
				HISPANIC	14.31	13.24	YES
				ASIAN	9.86	2.94	YES
				NATIVE AMERICAN	1.03	1.47	
	O3	Machine Repair	23	FEMALE	10.84	0.00	YES
				MINORITIES	41.93	34.78	YES
				BLACK	7.47	13.04	
				HISPANIC	11.50	8.70	YES
				ASIAN	22.11	8.70	YES
				NATIVE AMERICAN	0.19	4.35	

UU: Yes (where representation rate is LESS than availability rate)

CY-2002 LABORATORY UNDERUTILIZATION							
EEO CATEGORY	**JOB GROUP**	**TITLE**	**TOTAL STAFF**	**SPECIFIC CLASSES**	**AVAIL. RATE**	**REP. RATE**	**UU**
OPERATIVES (SEMI-SKILLED)	P1	Semi-Skilled	29	FEMALE	13.71	6.90	YES
				MINORITIES	45.58	44.83	YES
				BLACK	18.20	20.69	
				HISPANIC	17.51	17.24	YES
				ASIAN	9.10	6.90	YES
				NATIVE AMERICAN	0.63	0.00	YES
SERVICE WORKERS	Q1	Fire	15	FEMALE	5.82	6.67	
				MINORITIES	22.96	26.67	
				BLACK	10.93	13.33	
				HISPANIC	7.43	6.67	YES
				ASIAN	2.60	0.00	YES
				NATIVE AMERICAN	1.70	6.67	
	Q2	Bus Driver	15	FEMALE	38.88	33.33	YES
				MINORITIES	68.99	86.67	
				BLACK	50.28	86.67	
				HISPANIC	10.02	0.00	YES
				ASIAN	6.78	0.00	YES
				NATIVE AMERICAN	1.73	0.00	YES
	Q3	Custodian	34	FEMALE	25.26	32.35	
				MINORITIES	68.66	76.47	
				BLACK	19.86	23.53	
				HISPANIC	31.42	38.24	
				ASIAN	16.33	14.71	YES
				NATIVE AMERICAN	0.67	0.00	YES

UU: Yes (where representation rate is LESS than availability rate)

Affirmative Action Program

Appendix E

Definition of Terms

OVERVIEW

The following terms and definitions are used in the Laboratory's Calendar Year 2002 Affirmative Action Program (AAP). This list of definitions and terms is not intended to be exhaustive but is limited to those words that are significant to the administration of Affirmative Action/Equal Employment Opportunity (AA/EEO) programs.

AA/EEO POLICY STATEMENT

Laboratory policy requires a positive, concerted effort to ensure equal employment opportunity for all employees and qualified prospective employees. The Laboratory does not discriminate in any of its policies, procedures, or practices on the basis of race, color, national origin, religion, sex, sexual orientation, disability, age, veteran status, medical condition (as defined in Section 12926 of the California Government Code), ancestry, or marital status; nor does the Laboratory discriminate on the basis of citizenship, within the limits imposed by law, or U.S. Department of Energy (DOE) or University of California regulations. The Laboratory also undertakes affirmative action regarding women, people of color, individuals with disabilities, and covered veterans.

LIST OF TERMS

Adverse Impact

A substantially different rate of selection in hiring, promotion, or other employment-related personnel actions that work to the disadvantage of a particular race, sex, or ethnic group.

Affirmative Action

A concerted effort by Laboratory management to enhance the participation of protected groups that historically have been underrepresented in the work force, i.e., women, people of color, individuals with disabilities, and covered veterans.

Applicant

An individual who has submitted requisite application materials for a specific advertised Laboratory position and who meets the minimum qualifications for that position.

Applicant Flow

The number of qualified applicants by gender and ethnicity in each job group during the fiscal year.

Applicant Pool

A collection of applicants who have applied for a position and who meet the minimum qualifications for that position.

Covered Veterans

Individuals who are considered special disabled veterans or veterans of the Vietnam Era, recently separated veterans, or any other veteran who served on active duty during a war or campaign or expedition for which a campaign badge has been authorized.

Equal Employment Opportunity (EEO)	Employees are reminded that it is the Laboratory's policy to ensure equal employment opportunity to all employees and job applicants. The Laboratory will not engage in discriminatory practices against any person employed or seeking employment because of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition (cancer-related or genetic characteristics) age, citizenship, or status as a covered veteran, special disabled veteran, Vietnam era veteran, recently separated veteran, or any veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. This applies to all personnel actions, including hiring, transfer, training, promotion, termination, and other terms and conditions of employment. The Laboratory's policy is to take affirmative action for minorities, women, individuals with disabilities, special disabled veterans, and Vietnam era veterans and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, through formally written affirmative action plans.
EEO-1 Categories	These categories are: (a) Officials and Managers, (b) Professionals, (c) Technicians, (d) Office and Clerical, (e) Skilled Crafts, (f) Semi-Skilled, and (g) Service Workers.
Fiscal Year (FY)	An official accounting period used by the U.S. Department of Energy (DOE) that runs from October 1 to September 30. The Laboratory uses the same accounting period. The fiscal year is designated by the calendar year in which it ends. For example, FY92 is October 1, 1991, to September 30, 1992.
Individual with a Disability	An individual with a disability is one who has a physical or mental impairment that limits one or more of that person's major life activities, has a record of such impairment, or is regarded as having such an impairment.
Internal Posting	A competitive process in which the applicant population is limited to the employees in a designated organizational unit.
Job Group	A grouping of jobs cutting across departmental lines. Jobs that are grouped together with similar job content, wage rates, and promotional opportunities, irrespective of department or line of progression. The job group is the basic unit for successive affirmative action program analyses which will build upon it, including an availability analysis and any employment goals that may be established thereafter.
Major Life Activities	Major life activities means functions such as caring for oneself, performing manual tasks, walking seeing, hearing, speaking, breathing, learning and working. (41 CFR 60-741.2)
Numerical Parity	Numerical parity is achieved when underutilization is eliminated, i.e., when representation is at or above availability.
Organizational Units	Officially recognized sections, groups, offices, centers, divisions, and departments that make up the entire Laboratory.

Other Veteran	"Other veteran" is specified as a veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.
Outreach	Outreach is a long-term process to inform the public about the Laboratory, with an emphasis on building and sustaining a multicultural organization. The process includes sharing the Laboratory's mission, vision, and strategic direction with all segments of society, educating the public about science and research, and informing potential applicants about Laboratory employment and career opportunities.
Performance/Progress Review	A written evaluation of a Laboratory employee's work performance over a specified period of time.
Placement Goal	An objective to attain a percentage of hires (placement rates) comparable to availability pools for protected classes that are underutilized in specific job groups.
Placement Rate	The percentage of hires of a protected class in all open recruitments for a given job group.
Promotion	The change of an employee from one position to another in a classification having a higher salary range maximum.
Protected Class	Legally identified groups that are specifically protected by statute against employment discrimination. Unlike "affected class," which must be demonstrated, protected class status is established by law. Protected class includes, but is not limited to, women, historically underrepresented people of color, disabled individuals, and covered veterans.
Qualified Individual with a Disability	An individual with a disability who is capable of performing the essential functions of a particular job with or without reasonable accommodation to his or her disability.
Qualified Special Disabled Veteran	A special disabled veteran who is capable of performing the essential functions of a particular job with or without reasonable accommodation to his or her disability.
Recruitment Procedures	Methods designed to attract applicants for employment opportunities at the Laboratory, with a particular emphasis directed towards groups that historically may have experienced discrimination, particularly for job groups in which such protected groups are currently underutilized.
Regulations and Procedures Manual (RPM)	This manual identifies Laboratory administrative policies and procedures, defines responsibilities of supervisors and employees, and promotes conformity and consistency in the application of the policies and procedures throughout the Laboratory.
Recently Separated Veteran	Any veteran during the one-year period beginning on the date of such veteran's discharge or release from active duty.
Selection Procedures	Any measure, combination of measures, or procedure, other than a bona fide seniority system, used as a basis for any employment decision. Selection procedures include a full range of assessment techniques from traditional paper and pencil tests, performance tests, training programs, or probationary periods and physical, educational, and work experience requirements through informal or casual interviews and unscored application forms.

Special Disabled Veteran	A person who is entitled to disability and compensation under laws administered by the Veterans Administration (1) for a disability rated at 30% or more, (2) for a disability rated at 10 or 20% in the case of a veteran who has been determined by the Veterans Administration to have a serious employment disability, or (3) for a person who was discharged or released from active duty because of a service-connected or service-aggravated disability.
Statistically Significant	In utilization analyses, identified underutilization is said to be statistically significant if the probability is 5% or less that differences between the utilization rate and the availability rate have occurred as a result of random chance. Statistically significant differences typically occur when the number of employees in a given job group is high, availability is high, and representation is low.
Underutilization	Having fewer women or people of color in a particular job group than would reasonably be expected by their availability.
Utilization Analysis	A comparison between availability estimates and the actual work force for women and people of color in a given job group.
Vietnam Era Veteran	A person who (1) served on active duty for a period of more than 180 days and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred: (i) In the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) Between August 1964 and May 7, 1975, in all other cases; or (2) Was discharged or released from active duty for a service-connected disability if any part of such active duty was performed: (i) In the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) Between August 5, 1964 and May 7, 1975, in all other cases.
Weighted Average	A weighted average is used like a simple average when the populations of the groups in question vary in size. For example, if Job Group 1 has an availability of 50% and Job Group 2 has an availability of 30%, then the simple average availability for the two job groups combined would be 40%. If the job groups have different population sizes, the simple average is not an accurate estimate of the expected percentage composite availability. The appropriate measure of composite availability would be the weighted average. If Job Group 1 contains 100 employees and Job Group 2 contains 50 employees, then the composite availability computed with a weighted average would be $(100 \times 50\% + 50 \times 30\%) \div 150 = 43.3\%$. All composite availability estimates will be computed by the weighted average method and will be referred to by the term “aggregate availability.”
Work Force Analysis	A statistical array of the total number of employees by sex and ethnicity compiled by organizational unit and ranked from the lowest to the highest salary conforming to OFCCP 41 CFR 60-2.11-(c).

Affirmative Action Program

Appendix F

Job Group Comparisons

Appendix F. Old and New Job Groups Comparisons			
Old Job Group	**Old Job Titles**	**New Job Group**	**New Job Titles**
A01-Directors	Associate Laboratory Director	H1-Lab Scientific Management	Associate Laboratory Director
	Laboratory Director		Laboratory Director
			Major Scientific Management/H5-Significant Sci. Mgm
	Deputy Director		Deputy Director
	Division Director		Division Director
A03-Admin. Management	Management I,II,III	H3-Admin. Management	Human Resources Mgm 1,2
	Program Manager, SR		Mgr Cost Accounting
	Project Manager		Mgr Disbursements
	Program Mgt E/S Staff Sci 3		Mgr Subcontracts
			Mgr Contracts
			Sr Mgr Sponsored Project Officer
	Budget Analyst IV		Manager Accounting
			Audit Group Leader
	Administrative Speciliast 5		Sr Manager Financial Services/
	Administrator 5		Manager Financial Analysis
	Patent Advisor II, III		
A05-Technical Management	Fire Chief	H4-Technical Management	Fire Chief
	Supervisor-Sequencing		Program Manager Sr.
	Technical Supervisor, Superintendent, Manager		Computer System Manager II,III
	Engineering Management I,II		Engineering Management 1,2
			EH&S Manager 1, 2, 3
			Computer Systems Manager I
B01-Bio-medical Science	Biochemist	J1-Bio-Medical Scientist	Biochemist
	Biologist		Biologist
	Biophysicist		Biophysicist
	Geneticist		Geneticist
	Physiologist		Physiologist
	Medical Scientists		Medical Scientists
	Computational Scientist		
	Sr Physician II/Occupational Physician		Physician
B02-Chemistry	Chemists	J2-Chemistry	Chemists
B03-Physics	Physicists	J3-Physist	Physicists
B04-Comp.Sci/Math/Stat	Computer Scientists	J4-Computer Scientist	Computer Scientists
	Computer Systems Engineer, Trainee, I,II,III,IV		Computational Sci
	Computer Systems Manager I		
	Sr Computer Sci/Math Prog I		
	Math/Statistician		Math/Statistician
	Computer Systems Manager II,III		
B05-Elec'l/Electronics Eng.	Electrical Engineer 1,2,3,4,5,6/Electronic Staff Engr	L3-Electrical Engineer	Electrical Engineer 1,2,3,4,5,6
	Electronic Staff Engineers		
	IC Design Engineer 1,2,3,4,5,6		IC Design Engineer 1,2,3,4,5,6
B06-Mechanical Engineering	Mechanical Engineer/Staff/Sr	L2-Mechanical Engineering	Mechanical Engineers 1,2,3,4,5,6
	Mechanical Engineer 1,2,3,4,5,6		Systems Engineer 1,2,3,4,5,6

Appendix F. Old and New Job Groups Comparisons			
Old Job Group	**Old Job Titles**	**New Job Group**	**New Job Titles**
B07-Other Eng. & Earth Sci.	Geological Scientist	J6-Other Scientist/Engineer	Geological Scientist
	Geological Engineer		Geological Engineer
	Chemical Engineer		Chemical Engineer
	Materials Scientist		Materials Scientist
	Systems Engineer 4,6		Electronic Engr Post Doc Fell
			Mechanical Engr Post Doc Fell
B08-Facilities Engineers	Facil Project Manager I, II, Chief	L5-Facilities	Facil Project Manager I, II, Chief
	Facilities Estimator I, II, III, Chief/		Facilities Estimator I, II, III, Chief/
	Facilities Planner I, II, Chief		Facilities Planner I, II, Chief
	Facilities Architect I, II, Chief		Facilities Architect I, II, Chief
	Facil Civil/Struct Engr I, II, Chief		Facil Civil/Struct Engr I, II, Chief
	Facil Electrical Engr I, II, Chief/		Facil Electrical Engr I, II, Chief/
	Facil Energy Mgmt Engr I, II, Chief		Facil Energy Mgmt Engr I, II, Chief
	Facil Mechanical Engr I,II, Chief		Facil Mechanical Engr I,II, Chief
B09-Economics/Analysis	Architects	J7-Economics	Architects
	Energy/Env Policy		Energy/Env Policy
			Pgm Mgt E/S Staff Sci 3
B10-Tech. Editing/Writing	Tech Info Specialist I,II,III,IV,V	K5-Technical Editor	Tech Info Specialist I,II,III,IV,V
	Tech Editor and Writer I,II,III,IV,V		Tech Editor and Writer I,II,III,IV,V
	Writer/Editor I,II,III		Writer/Editor I,II,III
B11-Research Associate	Research Assoc, Sr, Principal, Staff/	L8-Research Associate	Research Assoc, Sr, Principal, Staff/
	Sequencing Lead		Sequencing Lead
	Sequencing Specialist		Sequencing Specialist
B13-Administrators/Analysts	Budget Analyst I,II,III,IV	K6-Other Admin Professional	Budget Analyst I,II,III,IV
	Administrator 2,3,4,5		Administrator 2,3,4,5
	Administrative Specialist 2,3,4,5		Administrative Specialist 2,3,4,5
	Educational Program Admin		Educational Program Admin
	Exec Secretary to Director		
B16-Environ't H'lth & Safety	EH&S Professional 1,2,3,4	L4-Environ't H'lth & Safety	Safety Engineer/Specialist 1,2,3,4/
	EH&S Associate 1,2		Sr. EH&S Professional
			Health Physicist 1,2,3,4
			Radiochemist 1,2,3,4
			Waste Mgmt Professional 1,2,3,4
			Air Quality Engineer 1,2,3,4
			Fire Protection Engineer 1,2,3,4
			Industrial Hygienist 1,2,3,4
			Occupational Health Nurse 3,4
			Occupational Med Physician
			Regulatory Compl Eng/Spec 1,2,3,4
C01-Computer Technicians	Digital Computer Oper, Sr, Princ, Spec	M1-Computer Technician	Digital Computer Oper, Sr, Princ, Spec
	Computing Technician, Sr, Princ		Computing Technician, Sr, Princ
C02-Mechanical Technicians	Mechanical Engr Tech I, II, III	M2-Mechanical Technician	Mechanical Engr Tech I, II, III
	Mechanical Engr Associate/Sr		
C03-Electronic Technicians	Electronic Engr Associate, Sr	M3-Electronic Technician	
	Electronics Engr Technologist I,II,III		Electronics Engr Technologist I,II,III

Appendix F. Old and New Job Groups Comparisons			
Old Job Group	**Old Job Titles**	**New Job Group**	**New Job Titles**
C04-Technical Research	Engineering Assistant, Sr	M4-Other Technician	Engineering Assistant, Sr
	Research Technician, Sr, Princ/Research Specialist		Research Technician, Sr, Princ/Research Specialist
	Technical Assistant 1,2		Technical Assistant 1,2
	Lead Technologist		Lead Technologist
			Technical Coordinator Asst/Tech Coordinator Sr Asst
C05-Design/Graphics	Photographic Specialist I,II,III,IV	M5-Design/Graphics	Photographic Specialist I,II,III,IV
	Design Drafter II/Designer III		Drafter I/Design Drafter II/Designer III
	Graphic Arts Technician,Sr,Princ		Graphic Arts Technician,Sr,Princ
	Tech Illustrator I,II,III,IV		Tech Illustrator I,II,III,IV
	Engineering Assistant		
	Printer 2,3		Duplication/Bindery Oprtr 1,2,3
			Document Control Coordinator 1,2,3
C06-Health/Medical	Occupational Health Nurse I,II	M6-Health/Medical	Occupational Health Nurse I,II
	Occupational Health Nurse II,III		
	Health/Safety Tech, Sr, Principal, Specialist/		Health/Safety Tech, Sr, Principal, Specialist/
	Animal Technician 1,2,3		Animal Technician 1,2,3
	Medical Laboratory Tech I,II		Medical Laboratory Tech I,II
	Chief Res Clinical Lab Tech		Radiation Safety Tech, Princ, Spec
C07-Technical Associates	Plant/Facil Engr Assoc, Sr	L7-Technical Associate	Plant/Facil Engr Assoc, Sr
	Scientific Engr Assoc, Sr		Scientific Engr Assoc, Sr
	Technical Supervisor		Mechanical Engineers Assoc, Sr
			Eletronics Engr Assoc, Sr
			EH&S Associate, Senior
			Project Mgr
			Program Mgr
			Tech Supervisor
			Tech Superintendent
			Tech Mgr
			Tech Chief
			Supervisor-Sequencing
C08-Accelerator Operators	Accelerator Oper Principal, Accelerator Operator	M7-Accelerator Operators	Accelerator Oper Principal, Accelerator Operator
D01-Office Services	Clerical Assistant I,II	N1-Office Support	Clerical Assistant I,II
	Adm Assistant I,II,III		Adm Assistant I,II,III
	Adm Assistant III (Confidential)		Admin Asst I,II,III (Confidential)
	Purchasing Assistant II,III		
	Payroll Assistant III (Confidential)		Payroll Assistant II,III (Confidential)
	Dispatcher Emergency Comm		
	Material Handler 3		
	Finance/Budget Asst I,II,III		Finance/Budget Asst I,II,III
	Travel Assistant I,II,III		Travel Assistant I,II,III
	Payroll Assistant II,III		Payroll Assistant II,III
	Executive Assitant I (Confidential)		Executive Assistant I,III (Confidential)
	Executive Assitant I (Confidential)		
	Human Resources Asst II,III		

Appendix F. Old and New Job Groups Comparisons			
Old Job Group	**Old Job Titles**	**New Job Group**	**New Job Titles**
D02-Office Specialists/Supervisors	Administrator 1		
	Supervisor Admin Services 2,3		
E01-Machinist	Machinists I,II,III	O1-Machine Shop	Machinists I,II,III
E02-Crafts/Trades	Planner Estimator	O2-Crafts/Trades	Planner Estimator
	Air Cond/Refrig Mech		Air Cond/Refrig Mech
	Rigger/Lead Rigger		Rigger/Lead Rigger
	Carpenter/Carpenter Lead		Carpenter/Carpenter Lead
	Eletrician/Electrician Lead		Eletrician/Electrician Lead
	Painter/Painter Lead		Painter/Painter Lead
	Plumber Fitter/Plumber Fitter Lead		Plumber Fitter/Plumber Fitter Lead
	Sheet Metal Worker/Lead		Sheet Metal Worker/Lead
	Welder/Welder Lead		Welder/Welder Lead
			Elevator Mechanic
			Lighting Technician
E03-Mechanics/Repair	Plant Maintenance Tech Princ/Spec/Lead	O3-Mechanics Repair	Plant Maintenance Tech Princ/Spec/Lead
F01-Semi-skilled	Material Specialist/ NE	P1-Semi-skilled	Material Specialist/ NE
	Garage Attendant		Garage Attendant
	Truck Driver Light/Truck Driver/Truck Driver Lead		Truck Driver Light/Truck Driver/Truck Driver Lead
	Laborers/Intermediate/Senior/Crew Leader		Laborers/Intermediate/Senior/Crew Leader
	Laborers Specialist		Laborers Specialist
	Plant Assistants I,II		Plant Assistants I,II
	Print Room Operator Sr, Princ		
			Gardener Specialist
G01-Fire Fighters	Fire Captains	Q1-Fire	Fire Captains
	Fire Fighters		Fire Fighters/Trainees
G02-Bus Drivers	Bus Drivers/Bus Driver Lead	Q2-Bus Driver	Bus Drivers/Bus Driver Lead
G03-Custodians	Custodian/Custodian Sr	Q3-Custodian	Custodian/Custodian Sr
NEW GROUP		H6-Other Management	Management I,II,III
NEW Group		J5-Engineers	Electronic Engineer
			Mechanical Engineer
NEW GROUP		L1-Information Technician	Computer Systems Engineer Trainee,I,II,III,IV
NEW GROUP		N3-Human Resources Support	Human Resources Asst I,II,III
NEW GROUP		N6-Purchasing Support	Purchasing Assistant I,II,III
NEW GROUP		N7-Other Support	Material Handler 1,2,3
			Dispatcher Emergency Comm
NEW GROUP		K1-Administrative Support	Resources Analyst, Sr, Principal
			Admin Services Trainee
			Admin Trainee
			Business Systems Specialist
			Supervisor Admin Scvs/Sr Supervisor Admin Scvs
			Administrative Manager/Sr Administrative Manager
			Business Manager
			Administrator/Sr. Administrator
			Business Systems Manager
			Mgr Travel & Conferences
			Travel Specialist
			Assistant Conference Planner/Sr Conference Planner

Appendix F. Old and New Job Groups Comparisons			
Old Job Group	**Old Job Titles**	**New Job Group**	**New Job Titles**
NEW GROUP		K2-Human Resources	Compensation Analyst, Associate, Senior, Principal
			HRIS Analyst, Associate, Senior, Principal
			Policies Analyst
			HR Generalist, Associate, Senior, Principal
			Payroll Specialist
			Payroll Supervisor/Benefits Supervisor/IRSO Supervisor
			Associate Recruitor/Recruiter, Senior, Principal
			Associate LER Advisor/LER Advisor/Senior LER Advisor/LER Consultant
			Benefits Representative
			Senior IRSO Advisor
NEW GROUP		K3-Financial Support	Subcontracts Administrator, Assoc,Sr,Pr
			Accountant, Assoc, Senior, Principal
			Auditor, Specialist/Senior Auditor/Principal Auditor
			Financial Analyst, Assoc, Senior, Principal
			Principal Contracts Officer
NEW GROUP		K4-Legal	Patent Advisor I,II,III